

# Director's Meeting

## Agenda

### Human Resources – State of Washington Department of Personnel

Meeting Date: **Thursday, May 14, 2009**

Meeting Time: **8:30 a.m.**

Location: ➤ **Hearings Room, 2828 Capitol Boulevard, Olympia,  
Washington 98504-0911**  
➤ **Limited Seating**

Important Note(s): The Classification/Pay, Compensation, and Rule Amendments on the following pages have been submitted to DOP staff for study and presentation to the Director of the Department of Personnel at the next scheduled meeting. This notice is issued to satisfy the requirements of law and does not assure completion of final action for submission to the Director at this meeting.

### **Section A: Previous Minutes Approval**

Director's Meeting Minutes – March 12, 2009

### **Section B: Exempt Compensation**

#### Retirement Systems

Item(s) 1 B5120 Internal Audit Manager, DRS ..... B1

#### Washington State Lottery

Item(s) 2 B7110 Deputy Director, Washington's Lottery ..... B2

Item(s) 3 B7130 Director of Finance and Administration (Lottery) ..... B3

Item(s) 4 B7140 Director of Marketing (Lottery) ..... B4

Item(s) 5 B7150 Financial Reporting Manager (Lottery) ..... B5

Item(s) 6 B7180 Internal Audit Manager (Lottery) ..... B6

Item(s) 7 B7190 Director of Legal Services (Lottery) ..... B7

Item(s) 8 B7200 Director of Security (Lottery) ..... B8

Item(s) 9 B7210 Sales Operations Manager (Lottery) ..... B9

Item(s) 10 B7220 Director of Communications (Lottery) ..... B10

Item(s) 11 B7230 Lottery Product Manager ..... B11

Item(s) 12 B7270 Lottery Security Specialist ..... B12

Item(s) 13 B7272 Lottery Information Security Specialist ..... B13

Item(s) 14 B7280 Administrative Services Manager, Lottery ..... B14

Item(s) 15 B7290 Director of Human Resources ..... B15

Item(s) 16 B7300 Legislative Liaison (Lottery) ..... B16

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Item(s) 18	B7320 Research and Development Manager (Lottery) .....	B18
Item(s) 19	B7330 Director of Sales (Lottery) .....	B19
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## **Exempt Abolishments**

### Department of Licensing

Item(s) 21	B0840 Executive Policy Analyst .....	B21
Item(s) 22	B0910 Special Assistant to the Director - Licensing .....	B21
Item(s) 23	B0930 Director of Quality & Communication Services .....	B22

### Health Care Authority

Item(s) 24	a) B8120 Assistant Administrator, Health Plan Management...	B23
	b) B8210 Audit & Contract Manager.....	B23

### Office of Financial Management

Item(s) 25	a) B0620 Deputy Director, Operations – OFM.....	B24-B25
	b) B0630 Deputy Director, Policy – OFM	
	c) B0640 Assistant Director, Budget	
	d) B0650 Assistant Director, Systems, Information & Data Processing	
	e) B0660 Assistant Director, Policy Analysis & Forecasting	
	f) B0680 Assistant Director, Management Services	
	g) B0690 Assistant Director, State Accounting & Fiscal Services	
	h) B0710 Senior Staff Consultant, Management Services	
	i) B0720 Staff Consultant, Management Services	
	j) B0760 Senior Executive Policy Coordinator	
	k) B0770 Executive Policy Analyst	
	l) B0780 Financial Systems Manager – OFM	

## **Section C: Classification and Pay**

Item(s) 26	286B Licensed Practical Nurse 2 .....	C1
Item(s) 27	286D Licensed Practical Nurse 4 .....	C2
Item(s) 28	318F Optician Apprentice - Dispensing .....	C3
Item(s) 29	318G Optician, Licensed – Dispensing.....	C4
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	b) 391W Advisory Laboratorian	
	c) 511I Biomedical Electronics Technician Supervisor	
	d) 230J Bookstore Manager	

- e) 106H Central Services Supervisor
- f) 391X Construction Inspector
- g) 103D Customer Service Manager
- h) 480K Data Processing Supervisor
- i) 510L Dental Laboratory Technician
- j) 288E Dentist
- k) 285R Nurse Coordinator
- l) 351J Social Service Training Specialist
- m) 702E Sport Equipment Attendant
- n) 530P Transportation Technical Engineer
- o) 164K Unemployment Insurance Tax Administrator
- p) 454E Vehicle Identification Number Officer

### **Abolishments**

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	m) 674S Second Cook and Baker	
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## **Section D: Compensation**

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### **Website Information**

- Meeting Schedule Calendar:  
[http://www.dop.wa.gov/SiteCollectionDocuments/CompensationAndJobClasses/1Director  
sMeetingMaterials/UPDATEDPUBLIC2009DirectorsMeetingCalendarNEW090204.doc](http://www.dop.wa.gov/SiteCollectionDocuments/CompensationAndJobClasses/1Director%20MeetingMaterials/UPDATEDPUBLIC2009DirectorsMeetingCalendarNEW090204.doc)
- This publication and other Director of the Department of Personnel meeting related information appears on the Department of Personnel's home web page at the following link:  
<http://www.dop.wa.gov/more/Meetings/DirectorMeetings/Pages/default.aspx>

### **Proposal Package Submittals**

Please submit all completed proposal\* packages to the following addresses before scheduled deadlines:

<b>Classification and Pay Bargaining &amp; Interim Proposals*</b>	<b>Rule Amendments Proposals*</b>
See "website information section" for proposal checklist form. <i>Note: Proposal web page is temporarily removed for updating.</i>	A statutory requirement statement <b><i>must</i></b> accompany all rule proposals at the time of submittal.
<b>Mail To:</b> HR - Department of Personnel <b>Bargaining: Carleen Tydingco (2-1)</b> <b>Interims: Barb Ursini (2-5)</b> P.O. Box 47500 Olympia, Washington 98504-7500	<b>Mail To:</b> HR - Department of Personnel <b>Attn: Connie Goff, Rules (3-10)</b> P.O. Box 47500 Olympia, Washington 98504-7500
<b>Phone:</b> (360) 664-6344 or 664-1960 <b>TDD/TYY:</b> (360) 664-6211 <b>FAX:</b> (360) 664-0499 <b>Email:</b> <a href="mailto:ClassificationPayProposals@dop.wa.gov">ClassificationPayProposals@dop.wa.gov</a>	<b>Phone:</b> (360) 664-6250 or 664-1960 <b>TDD/TYY:</b> (360) 664-6211 <b>FAX:</b> (360) 586-4694 <b>Email:</b> <a href="mailto:ConnieG@dop.wa.gov">ConnieG@dop.wa.gov</a>

### **Meeting Coordinator**

The Meeting Coordinator will help with questions and concerns: (360) 664-6243 or <[classification@dop.wa.gov](mailto:classification@dop.wa.gov)>.



**Individuals with Disabilities**

If you are a person with a disability and require accommodation for attendance, please contact the Meeting Coordinator no later than the first Thursday of the month.

**Alternate Publication Formats**

This publication will be made available in alternate formats upon request.

**What is a handout?** When a revision occurs to an exhibit item, after distribution of the original Director's Meeting Agenda, a handout document is developed reflecting the most up-to-date exhibit information in conjunction with the meeting program. The meeting program and handouts are available the day of the meeting.

## Section B: Exempt Compensation

Item 1		Consultant: K. Lade	
<b>Proposed Code/Title:</b>	B5120 Internal Audit Manager, DRS	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	· Establishment (correction of error) · Proposed housekeeping action	<b>\$ Impact:</b>	None/biennium
<b>Exemption:</b>	RCW 41.50.070, Internal Auditor	<b>EE0C Code:</b>	A (DOP Tracking Only)
<b>Requester:</b>	Department of Personnel and Department of Retirement Systems	<b>Management Code:</b>	Management
<b>Meeting Date</b>	May 14, 2009	<b>Exhibit Version:</b>	4

### Scope:

Reporting to the Deputy Director, conducts assurance and consulting services to identify opportunity for operational effectiveness improvement and risk mitigation for the Department of Retirement Systems. Identifies areas of risk and assesses the controls and practices in relationship to policy, plans, laws, regulations and adopted standards. Utilizes an appropriate risk-based methodology for developing and executing an annual audit plan including performance, compliance, information technology security, operations and program audits.

### Explanation:

The Department of Personnel (DOP) and the Department of Retirement Systems (DRS) are proposing a housekeeping action to re-establish this class that was abolished in error. Exemption is proposed under RCW 41.50.070. This RCW allows for the exemption of an Internal Auditor for DRS. An exempt Internal Auditor class (B5120), previously existed but was abolished by the DOP in a group abolishment of exempt classes November, 2000. However, the agency continued to use the class. The class was approved for EMS Band II based on changes in duties and responsibilities. This request reinstates the exempt class, revises the title, and updates the scope to reflect the duties and responsibilities which warranted placement in EMS Band II. These changes recognize the shift from auditing to ensure compliance with established standards, to being more proactive in making risk-based assessments. There is no change to the salary band and no cost impact for this request.

## Section B: Exempt Compensation

Item 2			Consultant: R. Shea
<b>Proposed Code/Title:</b>	B7110 Deputy Director, Washington's Lottery	<b>Proposed Salary:</b>	EMS Band IV (\$73,400 - \$126,480)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	0
<b>Exemption</b>	RCW 67.70.050 (2) Deputy Director	<b>EEOC Code:</b>	A (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version</b>	3

**Scope:** In coordination with the Director, the individual administers, coordinates, and supervises the operation of the Washington Lottery in accordance with the provision of Title 67.70 RCW and with WACs adopted by the Lottery Commission. This position is responsible for major agency programs that provide support to all other divisions of the agency, oversight of the agency's internal and external security programs, finances, research and development activities, human resources, and the promotion of good working relationships with staff, the Legislature, community and other stakeholders.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 3		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7130, Director of Finance and Administration (Lottery)	<b>Proposed Salary:</b>	EMS Band III (\$61,235 - \$109,140)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (2) Assistant Director	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Manage the Finance and Administration Division of Washington's Lottery, providing guidance and direction for agency activities in the areas of financial accounting, forecasting, analysis and reporting, cash management, payroll, budgeting, purchasing and supply, warehouse and distribution services, facilities management, transportation and travel, mailroom services, records management and safety. As a member of the Management Team, this position is responsible for supporting and advancing the mission and goals of the organization as a whole and for building and maintaining relationships with businesses and other state agencies that affect the interests of Washington's Lottery.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 4		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7140, Director of Marketing (Lottery)	<b>Proposed Salary:</b>	EMS Band III (\$61,235 - \$109,140)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (2) Assistant Director	<b>EE0C Code:</b>	A Officials, Administrative (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** The Director of Marketing will work in combination with the Director and Deputy Director to direct brands and brand management. This person will provide strategic marketing leadership to the entire organization, ensuring strategies are translated into practice through actionable programs and influencing the development of the brand architecture. Determines the overall marketing architecture of the agency and oversees demand creation, including consumer advertising, related promotions, media planning, and online content. Leads the functional activities of marketing strategy, brand management, new product development, and advertising through traditional and new media.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 5		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7150 Financial Reporting Manager (Lottery)	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.07.050 (3) Professional Employee	<b>EE0C Code:</b>	A Officials, Administrative (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Responsible for managing production of Lottery's financial statements and financial analysis; providing guidance and direction for agency activities in the areas of financial accounting, analysis and reporting; cash management; and determination of jackpot amounts. Manages the development of the Comprehensive Annual Financial Report. This position is also responsible for supporting and advancing the mission and goals of the organization and for building and maintaining relationships with businesses and other state agencies that affect the interests of Washington's Lottery.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 6		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7180 Internal Audit Manager (Lottery)	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Undercover Audit or Investigative Work	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Manages the Lottery's internal audit program including, but not limited to, financial, information technology, operations performance, and regulatory compliance audits, as well as management reviews of internal programs and/or contracted services and serves as an advisor to Lottery leadership in these areas. The Internal Audit Manager works to ensure the integrity, reliability, and credibility of Lottery products and systems and compliance with Generally Accepted Accounting Principles (GAAP), state government requirements and statutes, agency policies and rules, and good business practices. The Internal Audit Manager will be involved in all aspects of Lottery process, effectiveness, and compliance, focusing on mitigating risk, improving processes, and generating value to the business.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 7		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7190 Director of Legal Services (Lottery)	<b>Proposed Salary:</b>	EMS Band III (\$61,235 - \$109,140)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (2) Assistant Director	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	2

**Scope:** The Director of Legal Services, as a legal expert, is responsible for the provision of legal services to the agency, This position is responsible for ensuring agency wide effective operational controls in handling public records requests, contract management, assignments, annuities, and litigation, and other agency wide risk management issues. Manages the Legal Services Division for the agency, providing analysis on agency issues to staff and management. Advises the agency on agency legal, operational, contractual, and policy matters, providing the highest policy consideration. Manages the Administrative Hearings and Public Disclosure programs.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).



## Section B: Exempt Compensation

Item 8		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7200 Director of Security (Lottery)	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	· Establishment (correction of error) · Proposed housekeeping action	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Security Operations	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** The Security Director has primary responsibility to enforce Lottery statutes, rules, and policies as applied to the agency's games and gaming system. Monitor games, gaming systems and operations of Washington's Lottery to ensure the integrity and trust of the agency is not compromised. Serves as a member of the Lottery's Management Team.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 9		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7210 Sales Operations Manager (Lottery)	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Professional Employee	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Under general direction from the Director of Sales, manages the sales activities for regional office operations, *Scratch* inventory operations, and customer/retailer services. Provides oversight and direction regarding programs set by Director of Sales; assists in establishing program goals and objectives; monitors and measures sales and service operations progress toward goals; and manages statewide sales and service meetings, conferences, and workshops.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 10		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7220 Director of Communications (Lottery)	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	· Establishment (correction of error) · Proposed housekeeping action	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 41.06.070 (1) (w) Principal Policy Assistant	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Develop and direct the overall communications and public relations strategy of the agency to continually position the Lottery in a positive light. Provide strategic communications leadership to the organization, influencing the development of the agency's image and supports and recommends ideas to influence brand architecture and ensuring communication strategies are clearly translated into practice through actionable programs. Coordinate with other division directors all internal and external communications and public relations functions.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 11		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7230 Lottery Product Manager	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Professional Employee	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Responsible for the planning, development, security and management of all *Scratch* games and *Scratch* promotions. Manages *Scratch* game development by maximizing sales and the development and implementation of marketing strategies and programs.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 12		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7270 Lottery Security Specialist	<b>Proposed Salary:</b>	EMS Band I (\$40,000 – \$81,600)
<b>Number of Position(s):</b>	3		
<b>Action:</b>	· Establishment (correction of error) · Proposed housekeeping action	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Security Operations	<b>EE0C Code:</b>	D Protective and/or Services (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** To enforce the administration of, and ensure compliance with applicable laws, regulations, and agency policies, as they relate to the production, distribution, possession, sales, accounting, validation, storage and destruction of lottery products. To ensure and protect the integrity of the total lottery process.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 13		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7272 Lottery Information Security Specialist	<b>Proposed Salary:</b>	EMS Band I (\$40,000 – \$81,600)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Security Operations	<b>EE0C Code:</b>	D Protective and/or Services (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Provides an information security presence within the agency to assist and help ensure compliance with applicable laws, regulations, agency policies, and other related guidelines as they apply to Lottery information security. The central focus of the position is to ensure that integrity is maintained over information security and that associated internal controls are prevalent within Lottery systems and supporting contractors to the agency.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 14		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7280 Administrative Services Manager, Lottery	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	· Establishment (correction of error) · Proposed housekeeping action	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Professional Employee	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	2

**Scope:** Manage the administrative services section of the Washington Lottery, providing guidance and direction for agency activities in the areas of purchasing and supply, warehouse and *Scratch* distribution services, facilities management, transportation and travel, mailroom services, records management and safety. This position is responsible for supporting and advancing the mission and goals of the organization and for building and maintaining relationships with businesses and other state agencies that affect the interests of the Washington Lottery.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 15		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7290 Director of Human Resources	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.070.050 (2) Assistant Director	<b>EEOC Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** The Human Resources Director guides and manages the overall provision of human resource services, policies, and programs for the agency in accordance with Washington Civil Service Rules, applicable collective bargaining agreement(s) and human resources best practices. The Human Resources Director is a leadership position with responsibility for the functional discipline of Human Resource Management and shared responsibility, along with other department leaders, for a broader organizational management role, participating in the development and execution of organizational vision, strategy and goals with respect to programs, people and resources.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).



## Section B: Exempt Compensation

Item 16		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7300 Legislative Liaison (Lottery)	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (2) Assistant Director	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Responsible for establishing and maintaining relationships and communication between Washington's Lottery and legislators, elected officials, work groups, government agencies, citizen groups, and other stakeholders to promote effective policy development and partnerships. Track legislation impacting the Lottery. In coordination with the Director, meet with legislators and legislative staff and represent the Lottery before legislative committees. Appear as a representative of the Lottery before legislative work groups, government agencies, boards, commissions, associations, and citizen groups.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 17		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7310 Lottery Regional/Program Manager	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	8		
<b>Action:</b>	· Establishment (correction of error) · Proposed housekeeping action	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Professional Employee	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Supervises the marketing, merchandising, promotion and sale of all Lottery products in an assigned region or program area to ensure revenue commitment and sales goals are met.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 18		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7320 Research and Development Manager (Lottery)	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Professional Employee	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Organizes and directs the research and development activities of the Washington Lottery, including market research, revenue projections, sales analysis, sales goals, new product development and other related activities. Serves as a primary resource for lottery planning efforts, working closely with the Marketing Department.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 19		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7330 Director of Sales (Lottery)	<b>Proposed Salary:</b>	EMS Band III (\$61,235 - \$109,140)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	<ul style="list-style-type: none"> <li>Establishment (correction of error)</li> <li>Proposed housekeeping action</li> </ul>	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (2) Assistant Director	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Develops long-range strategic plans that provide direction to the agency and the sales division, and participates in the allocation of agency resources to implement these plans. Directs the activities of the Sales Division staff, including retailer services and customer service departments, regional sales staff, and corporate accounts so that the Lottery is positioned to meet short- and long-term goals.

**Explanation:** See explanation for item # 20, B7380, Marketing and Merchandising Manager (Lottery).

## Section B: Exempt Compensation

Item 20		Consultant: R. Shea	
<b>Proposed Code/Title:</b>	B7380 Marketing and Merchandising Manager (Lottery)	<b>Proposed Salary:</b>	EMS Band II (\$52,800 - \$96,900)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	· Establishment (correction of error) · Proposed housekeeping action	<b>\$ Impact:</b>	None
<b>Exemption:</b>	RCW 67.70.050 (3) Professional Employee	<b>EE0C Code:</b>	A Officials, Administration (DOP tracking only)
<b>Requester:</b>	Washington's Lottery	<b>Management Code:</b>	Manager
<b>Meeting Date:</b>	May 14, 2009	<b>Version:</b>	3

**Scope:** Develops advertising, promotions, and other tactics in order to implement marketing strategies. Serves as key day-to-day contact for the advertising agency, coordinating activities including the development of required projects, timelines, and deliverables.

**Explanation:** In November, 2000 the Department of Personnel inadvertently abolished the B number class codes for these positions after they were placed into the Exempt Management Service. This housekeeping action will re-establish the original class codes. The agency has provided updated titles and scopes for each class. The classes remained in use and have not changed from their original EMS Band. There is no cost impact.

## Section B: Exempt Compensation

Item 21		Consultant: M. McKay	
<b>Current Code/Title:</b>	B0840 Executive Policy Analyst	<b>Current Salary:</b>	Range 64 (\$57,240 - \$75,084)
<b>Number of Position(s):</b>	2 (0 filled)		
<b>Action:</b>	Abolishment		
<b>Exemption:</b>	RCW 41.06.070 (1)(w) ... and not more than three principal policy assistants who report directly to the agency head or deputy agency heads;		
<b>Requester:</b>	Department of Licensing		
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	4

### Explanation:

The Department of Licensing is proposing to abolish this exempt class as it is no longer being used. The result of this action will eliminate two principal policy assistant positions under this exemption. The effective date of this action is May 15, 2009.

Item 22		Consultant: M. McKay	
<b>Current Code/Title:</b>	B0910 Special Assistant to the Director - Licensing	<b>Current Salary:</b>	Range 52 (\$42,588 - \$55,836)
<b>Number of Position(s):</b>	1 (0 filled)		
<b>Action:</b>	Abolishment		
<b>Exemption:</b>	RCW 41.06.070 (3), Governor's Pool		
<b>Requester:</b>	Department of Licensing		
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	3

### Explanation:

The Department of Licensing is proposing to abolish this exempt class as it is no longer being used. This action will return one position to the Governor's Pool. The effective date of this action is May 15, 2009.

## Section B: Exempt Compensation

Item 23		Consultant: M. McKay	
<b>Current Code/Title:</b>	B0930 Director of Quality & Communication Services	<b>Current Salary:</b>	Range 68 (\$63,192 - \$82,896)
<b>Number of Position(s):</b>	1 (0 filled)		
<b>Action:</b>	Abolishment		
<b>Exemption:</b>	RCW 43.24.016 (2)(c), DOL's agency enabling statute		
<b>Requester:</b>	Department of Licensing		
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	4

### Explanation:

The Department of Licensing is proposing to abolish this exempt class as it is no longer being used. The effective date of this action is May 15, 2009.

## Section B: Exempt Compensation

Item 24 a & b			Consultant: K. Lade
Current Code/Title			Current Salary:
a)	B8120	Assistant Administrator, Health Plan Management	Range 72 (\$69,756 - \$91,524)
b)	B8210	Audit & Contract Manager	Range 66 (\$60,120 - \$78,900)
<b>Number of Positions:</b>	2		
<b>Action:</b>	Abolishments		
<b>Exemption:</b>	a) RCW 41.05.021 Agency specific legislation providing up to seven exempt staff members. b) RCW 70.47.040 Agency specific legislation providing for a medical director and up to five other exempt employees.		
<b>Requester:</b>	Department of Personnel		
<b>Meeting Date:</b>	May 14, 2009		<b>Exhibit Version: 8</b>

### Explanation:

The Department of Personnel is proposing to abolish these exempt classes as they are no longer being used by the Health Care Authority (HCA). HCA is in agreement. The effective date of this action is May 15, 2009.



## Section B: Exempt Compensation

Item 25 a - I			Consultant: K. Lade	
	Current Code/Title		Number of Positions	Current Salary:
a)	B0620	Deputy Director, Operations - OFM	1	Range 80 (\$84,984 - \$111,468)
b)	B0630	Deputy Director, Policy - OFM	1	Range 80 (\$84,984 - \$111,468)
c)	B0640	Assistant Director, Budget	1	Range 73 (\$71,496 - \$93,816)
d)	B0650	Assistant Director, Systems, Information & Data Processing	1	Range 68 (\$63,192 - \$82,896)
e)	B0660	Assistant Director, Policy Analysis & Forecasting	1	Range 71 (\$68,016 - \$89,280)
f)	B0680	Assistant Director, Management Services	1	Range 68 (\$63,192 - \$82,896)
g)	B0690	Assistant Director, State Accounting & Fiscal Services	1	Range 73 (\$71,496 - \$93,816)
h)	B0710	Senior Staff Consultant, Management Services	5	Range 66 (\$60,120 - \$78,900)
i)	B0720	Staff Consultant, Management Services	6	Range 60 (\$51,864 - \$68,016)
j)	B0760	Senior Executive Policy Coordinator	11	Range 66 (\$60,120 - \$78,900)
k)	B0770	Executive Policy Analyst	6	Range 62 (\$54,504 - \$71,496)
l)	B0780	Financial Systems Manager - OFM	1	Range 70 (\$66,420 - \$87,096)
<b>Action:</b> Abolishments				
<b>Exemption:</b> <ul style="list-style-type: none"> <li>a) RCW 41.06.075 Agency specific legislation providing up to two exempt deputy directors.</li> <li>b) RCW 41.06.075 Agency specific legislation providing up to two exempt deputy directors.</li> <li>c) RCW 41.06.075 Agency specific legislation providing up to seven assistant directors.</li> <li>d) RCW 41.06.075 Agency specific legislation providing up to seven assistant directors.</li> </ul>				

## Section B: Exempt Compensation

	e) RCW 41.06.075 Agency specific legislation providing up to seven assistant directors. f) RCW 41.06.075 Agency specific legislation providing up to seven assistant directors. g) RCW 41.06.075 Agency specific legislation providing up to seven assistant directors. h) RCW 41.06.070(3) Governor's Pool i) RCW 41.06.070(3) Governor's Pool j) RCW 41.06.070(3) Governor's Pool k) RCW 41.06.070(3) Governor's Pool l) RCW 41.06.070(3) Governor's Pool	
<b>Requester:</b>	Department of Personnel	
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b> 9

### Explanation:

The Department of Personnel is proposing to abolish these exempt classes as they are no longer being used by the Office of Financial Management (OFM). OFM is in agreement. This action will return 29 positions to the Governor's Pool. The effective date of this action is May 15, 2009.

## Section C: Classification and Pay

Item 26		Consultant: L. Premo	
<b>Current Code/Title:</b>	286B Licensed Practical Nurse 2	<b>Current Salary:</b>	Range 41 (\$32,688 – \$42,588)
<b>Number of Position(s):</b>	346		
<b>Action:</b>	Revise definition	<b>\$ Impact:</b>	None
<b>Requester:</b>	Department of Personnel	<b>Management Code:</b>	NA
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	3

### Definition:

This is the journey level of the series. Under general supervision, as an experienced licensed practical nurse, provides practical nursing services in a hospital, school, or other treatment facility.

OR

Within a Division of Mental Health psychiatric treatment facility, provides practical nursing services for mentally ill patients and acts for the shift charge in his or her absence.

OR

~~On an assigned shift, supervises and provides practical nursing care and security within a mental health unit in an adult corrections institution.~~

### Explanation:

Department of Personnel staff is proposing to delete language that was added in error.

## Section C: Classification and Pay

Item 27		Consultant: L. Premo	
<b>Current Code/Title:</b>	286D Licensed Practical Nurse 4	<b>Current Salary:</b>	Range 44 (\$35,040 – \$45,828)
<b>Number of Position(s):</b>	179		
<b>Action:</b>	Revise definition	<b>\$ Impact:</b>	None
<b>Requester:</b>	Department of Personnel	<b>Management Code:</b>	N/A
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	4

### Definition:

~~This is the supervisory or expert level of the series.~~ Supervises staff on a shift or is the shift charge and participates in providing nursing care to one or more units under the supervision of a registered nurse; or has ward or treatment area charge responsibility when no registered nurse is assigned.

In the Department of Corrections, incumbents must serve as the assigned clinical nurse on a shift, or have full clinical nursing responsibility for an inmate housing unit or units having a combined total population of not less than 75 adult felons or serve as substitute for the registered nurse (ward charge) no less than 40% of the time, ~~or on an assigned shift, supervise and provide practical nursing care and security within a mental health unit.~~

### Explanation:

See exhibit for Licensed Practical Nurse 2.

## Section C: Classification and Pay

Item 28		Consultant: C.J. Iwata	
<b>Proposed Code/Title:</b>	318F Optician Apprentice - Dispensing	<b>Proposed Salary:</b>	System Range 37 (\$2,482 - \$3,213) UW Special Pay Range 43 (\$2,855 - \$3,726)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	Establishment	<b>\$ Impact:</b>	0/biennium
<b>Exemption:</b>	N/A	<b>EE0C Code:</b>	C/5 (DOP Tracking Only)
<b>Requester:</b>	University of Washington	<b>Management Code:</b>	N/A
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	6

### Definition:

Under the direction of a licensed dispensing optician, provides optical services to include, but not limited to assisting customers in the selection of eyewear frames, measuring, fitting, adjusting, and ordering of eyeglasses, contact lenses, and other optical devices as prescribed by an ophthalmologist or optometrist.

### Distinguishing Characteristics:

Assists the licensed dispensing optician with the retail operations at the Eye Institute by providing customer service; cashiering; inventory; ordering eyeglass frames and contact lenses from vendors; and ensuring the accuracy and quality of optical devices dispensed and sold at the Eye Institute. Under the direction of a licensed dispensing optician, dispenses prescription eyewear to customers. Refers difficult or unusual issues to a licensed optician.

### Explanation:

The University of Washington is requesting the establishment of two new optician classes. These proposed classes are for non-represented positions that are not funded from state funds or tuition. No classification in the current state classification plan fits the proposed work of these two requested classes. The UW plans to open a retail eyewear and contact lense store in the Eye Institute located at Harborview Medical Center in July 2009. The UW provided certification of funds for this proposal. The effective date of this action is May 16, 2009.

## Section C: Classification and Pay

Item 29		Consultant: C.J. Iwata	
<b>Proposed Code/Title:</b>	318G Optician, Licensed - Dispensing	<b>Proposed Salary:</b>	System Range 46 (\$3,063 - \$4,014) UW Special Pay Range 52 (\$3,549 - \$4,653)
<b>Number of Position(s):</b>	1		
<b>Action:</b>	Establishment	<b>\$ Impact:</b>	0/biennium
<b>Requester:</b>	University of Washington	<b>Management Code:</b>	N/A
<b>Meeting Date:</b>	May 14, 2009	<b>EE0C Code:</b>	C/5 (DOP Tracking Only)
		<b>Exhibit Version:</b>	4

### Definition:

Independently provides direct optical services including, but not limited to fitting, measuring, dispensing, and adjusting eyeglasses, contact lenses, and other optical devices as prescribed by an ophthalmologist or optometrist.

### Distinguishing Characteristics:

Prioritizes, distributes, instructs, and checks the work of up to two apprentices and provides feedback on employee performance to the Health Services Manager. Acts as the manager of the Eye Institute's retail services and is responsible for the oversight of customer service; cashiering; inventory; ordering eyeglass frames and contact lenses; and ensuring the accuracy and quality of optical devices dispensed and sold at the Eye Institute.

### Explanation:

See Optician Apprentice – Dispensing.

## Section C: Classification and Pay

Item 30 a - p			Consultant: C.J. Iwata
	<b>Class Code</b>	<b>Current Class Title</b>	<b>Proposed Class Title</b>
a)	148T	Accounts Auditor 2	Accounts Auditor
b)	391W	Advisory Laboratorian 1	Advisory Laboratorian
c)	511I	Biomedical Electronics Technician Supervisor 1	Biomedical Electronics Technician Supervisor
d)	230J	Bookstore Manager C	Bookstore Manager
e)	106H	Central Services Supervisor 1	Central Services Supervisor
f)	391X	Construction Inspector 1	Construction Inspector
g)	103D	Customer Service Manager 4	Customer Service Manager
h)	480K	Data Processing Supervisor 4	Data Processing Supervisor
i)	510L	Dental Laboratory Technician 3	Dental Laboratory Technician
j)	288E	Dentist 2	Dentist
k)	285R	Nurse Coordinator 2	Nurse Coordinator
l)	351J	Social Service Training Specialist 2	Social Service Training Specialist
m)	702E	Sport Equipment Attendant 2	Sport Equipment Attendant
n)	530P	Transportation Technical Engineer 5	Transportation Technical Engineer
o)	164K	Unemployment Insurance Tax Administrator 2	Unemployment Insurance Tax Administrator
p)	454E	Vehicle Identification Number Officer 2	Vehicle Identification Number Officer
<b>Action:</b>		Title changes	
<b>Requester:</b>		Department of Personnel	
<b>Meeting Date:</b>		May 14, 2009	<b>Exhibit Version:</b> 6

### Explanation:

The classes listed are single classes and are not part of a class series. The Department of Personnel is proposing to remove alphabetical or numerical levels from the class titles. The effective date of this proposal is May 15, 2009.

## Section C: Classification and Pay

Item 31		Consultant: M. McKay	
<b>Current Code/Title:</b>	427W Real Estate Investigator	<b>Current Salary:</b>	Range 45 (\$35,928 - \$47,016)
<b>Number of Positions (s):</b>	0		
<b>Action:</b>	Abolishment		
<b>Requester:</b>	Department of Licensing		
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	4

**Explanation:**

The Department of Licensing is proposing to abolish this job class. This class is no longer being used. The effective date of this action is May 15, 2009.

Item 32		Consultant: C.J. Iwata	
<b>Current Code/Title:</b>	592P Telephone System Technician	<b>Current Salary:</b>	Range 45G (\$41,508 - \$47,016)
<b>Number of Position(s):</b>	0		
<b>Action:</b>	Abolishments		
<b>Requester:</b>	Department of Personnel		
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	4

**Explanation:**

The Department of Personnel is proposing to abolish this class since it is not being used by General Government agencies or Higher Education institutions. The effective date of this action is May 15, 2009.



## Section C: Classification and Pay

Item 33 a - n		Consultant: C.J. Iwata	
	<b>Current Code/Title:</b>	<b>Number of Positions</b>	<b>Current Salary:</b>
a)	652F Master, Research Vessel, 100 GT	0	Range 48G
b)	652I Mate, Third	0	Range 39G
c)	652J Mate, Second	0	Range 42G
d)	652K Mate, Chief	0	Range 51G
e)	653E Marine Engineer, Third Assistant	0	Range 39G
f)	653F Marine Engineer, Second Assistant	0	Range 42G
g)	653G Marine Engineer, First Assistant	0	Range 46G
h)	653I Wiper	0	Range 23G
i)	653J Oiler, Marine	0	Range 28G
j)	653L Mariner 1	0	Range 23G
k)	653M Mariner 2	0	Range 28G
l)	674R Ship's Steward	0	Range 39G
m)	674S Second Cook and Baker	0	Range 27G
n)	675E Mess Attendant	0	Range 22G
<b>Action:</b>	Abolishments		
<b>Requester:</b>	Department of Personnel		
<b>Meeting Date:</b>	May 14, 2009	<b>Exhibit Version:</b>	6

### Explanation:

The Department of Personnel (DOP) is proposing to abolish these classes since they are not used by General Government agencies. The University of Washington (UW) is the only higher education institution that uses these classes. Since all of the positions allocated to these classes at the UW are represented, these classes are no longer needed. The UW has bargained classification and does not use the state's classification plan for represented positions. The effective date of this action is May 15, 2009.

## **Section D: Compensation**

### **2010 TOTAL COMPENSATION SURVEY Proposed Benchmarks and Indexing**

The following itemized listing is a complete proposal of the indexing relationships for each benchmark for State classifications.

The “current index” column provided is a historical reference. A “proposed index” entry appears only when there are changes in the indexing or if a new classification was established.

The classifications in ~~strikeout~~ formatting are a result of the classification actions proposed for the May 14, 2009 Director’s meeting. If the proposed classification actions do not move forward as planned, the classes remain in the Proposed Indexing listing.

Please contact Teri Thompson at [TeriT@dop.wa.gov](mailto:TeriT@dop.wa.gov) (360.664.6282) or Mary Rodriguez at [MaryR@dop.wa.gov](mailto:MaryR@dop.wa.gov) (360-664-6281) with any questions or comments on the Proposed Indexing.

## Section D: Compensation

### 2010 Total Compensation Survey Proposed Benchmark and Indexing

<b>Item: 34</b>					
BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
4	100T	SECRETARY SENIOR	33	BMK	
4	100H	OFFICE ASSISTANT 1	25	100T	
4	100I	OFFICE ASSISTANT 2	28	100T	
4	100J	OFFICE ASSISTANT 3	31	100T	
4	100K	OFFICE ASSISTANT LEAD	33	100T	
4	100L	OFFICE SUPPORT SUPERVISOR 1	36	100T	
4	100M	OFFICE SUPPORT SUPERVISOR 2	40	100T	
4	100R	OFFICE SUPPORT SUPERVISOR 3	43	100T	
4	100S	SECRETARY	30	100T	
4	100U	SECRETARY LEAD	36	100T	
4	100V	SECRETARY SUPERVISOR	40	100T	
4	101E	TELEPHONE COMMUNICATIONS OPERATOR	26	100T	
4	101F	TELEPHONE COMM OPERATOR - LEAD	28	100T	
4	101G	PBX & TELEPHONE OPERATOR	31	100T	
4	101H	PBX CHIEF OPERATOR	32	100T	
4	101I	TELEPHONE COMMUNICATIONS SUPERVISOR	35	100T	
4	102A	CUSTOMER SERVICES SPECIALIST 1	32	100T	
4	102B	CUSTOMER SERVICES SPECIALIST 2	35	100T	
4	102C	CUSTOMER SERVICES SPECIALIST 3	39	100T	
4	102D	CUSTOMER SERVICES SPECIALIST 4	43	100T	
4	103D	CUSTOMER SERVICE MANAGER - 4-	56	100T	
4	104E	ADMINISTRATIVE TRAINEE 1	27	100T	
4	104F	ADMINISTRATIVE TRAINEE 2	32	100T	
4	104G	ADMINISTRATIVE TRAINEE 3	35	100T	
4	104H	ADMINISTRATIVE INTERN 1	21 E	100T	
4	104I	ADMINISTRATIVE INTERN 2	27 E	100T	
4	104J	ADMINISTRATIVE INTERN 3	29 E	100T	
4	105E	ADMINISTRATIVE ASSISTANT 1	32	100T	
4	105F	ADMINISTRATIVE ASSISTANT 2	35	100T	
4	105G	ADMINISTRATIVE ASSISTANT 3	39	100T	
4	105H	ADMINISTRATIVE ASSISTANT 4	46	100T	
4	105I	ADMINISTRATIVE ASSISTANT 5	50	100T	
4	107M	PROGRAM ASSISTANT	32	100T	
4	107N	PROGRAM COORDINATOR	37	100T	
4	107P	PROGRAM SUPPORT SUPERVISOR 1	41	100T	
4	107Q	PROGRAM SUPPORT SUPERVISOR 2	44	100T	
4	110B	BUILDING COORDINATOR 2	30	100T	
4	110D	BUILDING COORDINATOR 4	35	100T	
4	111B	CONFERENCE COORDINATOR 2	35	100T	
4	111C	CONFERENCE COORDINATOR 3	39	100T	
4	111D	CONFERENCE COORDINATOR 4	46	100T	
4	148Q	FINANCIAL SERVICES COUNSELOR	35	100T	
4	150E	INSURANCE TECHNICIAN 1	32	100T	
4	150F	INSURANCE TECHNICIAN 2	35	100T	
4	150G	INSURANCE TECHNICIAN 3	37	100T	
4	150H	INSURANCE TECHNICIAN 4	41	100T	
4	203O	MEDIA ASSISTANT 1	24	100T	
4	203P	MEDIA ASSISTANT 2	29	100T	

## Section D: Compensation

### 2010 Total Compensation Survey Proposed Benchmark and Indexing

BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
4	203Q	MEDIA ASSISTANT 3	33	100T	
4	253L	CURRICULUM ADVISOR	35	100T	
4	254E	CREDENTIALS EVALUATOR 1	28	100T	
4	254F	CREDENTIALS EVALUATOR 2	33	100T	
4	254G	CREDENTIALS EVALUATOR 3	38	100T	
4	282E	MEDICAL TRANSCRIPTIONIST 1	33	100T	
4	282F	MEDICAL TRANSCRIPTIONIST 2	36	100T	
4	282G	MEDICAL TRANSCRIPTIONIST LEAD	39	100T	
4	282H	MEDICAL TRANSCRIPTIONIST SUPERVISOR	43	100T	
4	284E	PATIENT SERVICES REPRESENTATIVE	34	100T	
4	284F	PATIENT SERVICES COORDINATOR	37	100T	
4	284G	PATIENT SERVICES LEAD	37	100T	
4	284H	PATIENT SERVICES SUPERVISOR	53	100T	
4	323E	HUMAN SUBJECTS REVIEW COORDINATOR	41	100T	
4	425L	HEARINGS COORDINATOR	35	100T	
4	521E	WCC CREW SUPERVISOR	33	100T	
5	425G	LEGAL SECRETARY 2	41	BMK	
5	425E	LEGAL SUPPORT TRAINEE	32	425G	
5	425F	LEGAL SECRETARY 1	38	425G	
5	425H	LEGAL SECRETARY 3	44	425G	
5	425K	HEARINGS SCHEDULER	35	425G	
11	261B	LIBRARY & ARCHIVAL PROFESSIONAL 2	48	BMK	
11	260E	STATE ARCHAEOLOGIST	55	261B	
11	260I	PRESERVATION & MUSEUM SPECIALIST 1	32	261B	
11	260J	PRESERVATION & MUSEUM SPECIALIST 2	38	261B	
11	260K	PRESERVATION & MUSEUM SPECIALIST 3	42	261B	
11	260L	PRESERVATION & MUSEUM SPECIALIST 4	48	261B	
11	260M	PRESERVATION & MUSEUM SPECIALIST 5	56	261B	
11	261A	LIBRARY & ARCHIVAL PROFESSIONAL 1	41	261B	
11	261C	LIBRARY & ARCHIVAL PROFESSIONAL 3	53	261B	
11	261D	LIBRARY & ARCHIVAL PROFESSIONAL 4	58	261B	
11	262I	LIBRARY & ARCHIVES PARAPROFESSIONAL 1	31	261B	
11	262J	LIBRARY & ARCHIVES PARAPROFESSIONAL 2	33	261B	
11	262K	LIBRARY & ARCHIVES PARAPROFESSIONAL 3	35	261B	
11	262L	LIBRARY & ARCHIVES PARAPROFESSIONAL 4	39	261B	
11	262M	LIBRARY & ARCHIVES PARAPROFESSIONAL 5	42	261B	
11	262N	LIBRARY & ARCHIVES PARAPROFESSIONAL 6	46	261B	
12	205G	PRINTING & DUPLICATION SPECIALIST 3	35 G	BMK	
12	204J	PHOTOLITHOGRAPHER 1	45 G	205G	
12	204K	PHOTOLITHOGRAPHER 2	48 G	205G	
12	204M	PHOTOLITHOGRAPHER SUPERVISOR	50 G	205G	
12	205E	PRINTING & DUPLICATION SPECIALIST 1	25 G	205G	
12	205F	PRINTING & DUPLICATION SPECIALIST 2	27 G	205G	
12	205I	PRINTING & DUPLICATION SUPERVISOR	39 G	205G	
12	205K	PHOTOTYPESETTER	32 G	205G	
12	205L	PHOTOTYPESETTER LEAD	34 G	205G	
12	205N	OFFSET PRINTER OPERATOR	35 G	205G	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
12	205O	OFFSET PRINTER OPERATOR LEAD	38 G	205G	
12	205P	OFFSET PRINTER OPERATOR SUPERVISOR	42 G	205G	
12	206E	MICROFILM TECHNICIAN 1	22	205G	
12	206F	MICROFILM TECHNICIAN 2	26	205G	
12	206H	DIGITAL PRINTING OPERATOR	25	205G	
12	206I	DIGITAL PRINTING OPERATOR LEAD	28	205G	
12	206L	COPY CENTER LEAD A	30	205G	
12	206M	COPY CENTER LEAD B	33	205G	
12	207E	REPRODUCTION SUPERVISOR 1	43	205G	
12	207F	REPRODUCTION SUPERVISOR 2	47	205G	
12	207H	PRINTING STOCKROOM WORKER	45 G	205G	
12	207J	PRINTING STOCKROOM SUPERVISOR	49 G	205G	
12	207K	OFFSET PRESS OPERATOR	45 G	205G	
12	207M	PRESSROOM SUPERVISOR	49 G	205G	
12	207O	PRINTER-LITHOGRAPHER	45 G	205G	
12	207Q	PRINTER-LITHOGRAPHER SUPERVISOR	49 G	205G	
15	148M	FISCAL TECHNICIAN 2	32	BMK	
15	148E	PAYROLL COORDINATOR	41	148M	
15	148F	PAYROLL & BENEFITS COORDINATOR	42	148M	
15	148H	PAYROLL SUPERVISOR	45	148M	
15	148L	FISCAL TECHNICIAN 1	29	148M	
15	148N	FISCAL TECHNICIAN 3	35	148M	
15	148O	FISCAL TECHNICIAN LEAD	36	148M	
15	148P	FISCAL TECHNICIAN SUPERVISOR	39	148M	
15	148T	ACCOUNTS AUDITOR 2	35	148M	
15	149E	CASHIER 1	30	148M	
15	149F	CASHIER 2	32	148M	
15	149G	CASHIER 3	34	148M	
15	149H	CASHIER 4	37	148M	
15	151E	FISCAL SPECIALIST 1	39	148M	
15	151F	FISCAL SPECIALIST 2	43	148M	
15	151H	FISCAL SPECIALIST SUPERVISOR	46	148M	
15	227E	CHECKSTAND OPERATOR	25	148M	
15	227F	RETAIL CLERK 1	28	148M	
15	227G	RETAIL CLERK 2	31	148M	
15	227H	RETAIL CLERK LEAD	34	148M	
16	143J	FISCAL ANALYST 2	44	BMK	
16	106H	CENTRAL SERVICES SUPERVISOR 1	44	143J	
16	143E	GRANT & CONTRACT SPECIALIST	44	143J	
16	143F	GRANT & CONTRACT COORDINATOR	47	143J	
16	143G	GRANT AND CONTRACT COORDINATOR LEAD	51	143J	
16	143H	GRANT & CONTRACT SUPERVISOR	54	143J	
16	143I	FISCAL ANALYST 1	40	143J	
16	143K	FISCAL ANALYST 3	50	143J	
16	143L	FISCAL ANALYST 4	52	143J	
16	143M	FISCAL ANALYST 5	56	143J	
16	145B	COST REIMBURSEMENT ANALYST 2	45	143J	
16	145C	COST REIMBURSEMENT ANALYST 3	55	143J	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
16	145D	COST REIMBURSEMENT ANALYST 4	59	143J	
16	146C	STATE FINANCIAL CONSULTANT	61	143J	
16	146D	STATE FINANCIAL SENIOR CONSULTANT	65	143J	
16	147A	BUDGET ANALYST 1	44	143J	
16	147B	BUDGET ANALYST 2	50	143J	
16	147C	BUDGET ANALYST 3	54	143J	
16	147D	BUDGET ANALYST 4	58	143J	
16	162I	FUNCTIONAL PROGRAM ANALYST 3	55	143J	
16	162J	FUNCTIONAL PROGRAM ANALYST 4	59	143J	
16	230E	BOOKSTORE BUYER	38	143J	
16	230G	BOOKSTORE SUPERVISOR	39	143J	
16	230H	BOOKSTORE MANAGER ASSISTANT	44	143J	
16	230J	BOOKSTORE MANAGER G	55	143J	
16	253P	ASSISTANT FINANCIAL AID DIRECTOR	46	143J	
18	156C	ASSISTANT STATE AUDITOR 3	57	BMK	
18	148S	AUDIT INTERN	27	156C	
18	152I	AUDITOR 2	42	156C	
18	152J	AUDITOR 3	46	156C	
18	152K	AUDITOR 4	50	156C	
18	152L	AUDITOR 5	52	156C	
18	152M	AUDITOR 6	54	156C	
18	152N	LABOR AND INDUSTRIES AUDITOR 1	35	156C	
18	152O	LABOR AND INDUSTRIES AUDITOR 2	42	156C	
18	152P	LABOR AND INDUSTRIES AUDITOR 3	46	156C	
18	152Q	LABOR AND INDUSTRIES AUDITOR 4	48	156C	
18	152R	LABOR AND INDUSTRIES AUDITOR 5	52	156C	
18	153I	INDUSTRIAL INSURANCE UNDERWRITER 1	39	156C	
18	153J	INDUSTRIAL INSURANCE UNDERWRITER 2	42	156C	
18	153K	INDUSTRIAL INSURANCE UNDERWRITER 3	44	156C	
18	153L	INDUSTRIAL INSURANCE UNDERWRITER 4	48	156C	
18	153M	INDUSTRIAL INSURANCE UNDERWRITER 5	50	156C	
18	155A	REVENUE AUDITOR 1	44	156C	
18	155B	REVENUE AUDITOR 2	51	156C	
18	155C	REVENUE AUDITOR 3	56	156C	
18	156A	ASSISTANT STATE AUDITOR 1	42	156C	
18	156B	ASSISTANT STATE AUDITOR 2	48	156C	
18	156D	ASSISTANT STATE AUDITOR 4	64	156C	
18	157A	POLITICAL FINANCE SPECIALIST 1	43	156C	
18	157B	POLITICAL FINANCE SPECIALIST 2	47	156C	
18	157D	POLITICAL FINANCE SPECIALIST 4	50	156C	
18	158A	AUDIT SPECIALIST - DOT 1	37	156C	
18	158B	AUDIT SPECIALIST - DOT 2	46	156C	
18	158C	AUDIT SPECIALIST - DOT 3	52	156C	
18	158D	AUDIT SPECIALIST - DOT 4	56	156C	
18	159A	BUSINESS AND PROFESSIONS AUDITOR 1	45	156C	
18	159C	BUSINESS AND PROFESSIONS AUDITOR 3	51	156C	
18	159D	BUSINESS AND PROFESSIONS AUDITOR 4	56	156C	
18	160C	ORGANIZATION AND FISCAL AUDITOR 3	48	156C	
18	160D	ORGANIZATION AND FISCAL AUDITOR 4	56	156C	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
18	166F	HEALTH INSURANCE ADVISOR 1	55	156C	
18	166G	HEALTH INSURANCE ADVISOR 2	59	156C	
18	172E	TAX INFORMATION SPECIALIST 1	40	156C	
18	172F	TAX INFORMATION SPECIALIST 2	43	156C	
18	172G	TAX INFORMATION SPECIALIST 3	51	156C	
18	172H	TAX INFORMATION SPECIALIST 4	56	156C	
18	172K	EXCISE TAX ASSISTANT	34	156C	
18	172L	EXCISE TAX EXAMINER 1	37	156C	
18	172M	EXCISE TAX EXAMINER 2	46	156C	
18	172N	EXCISE TAX EXAMINER 3	53	156C	
18	172O	EXCISE TAX EXAMINER 4	57	156C	
18	173E	MISCELLANEOUS TAX SPECIALIST 1	42	156C	
18	173F	MISCELLANEOUS TAX SPECIALIST 2	49	156C	
18	173G	MISCELLANEOUS TAX SPECIALIST 3	53	156C	
18	173J	TAX SPECIALIST 1 - ES	37	156C	
18	173K	TAX SPECIALIST 2 - ES	43	156C	
18	173L	TAX SPECIALIST 3 - ES	47	156C	
18	173M	TAX SPECIALIST 4 - ES	49	156C	
18	174E	REVENUE AGENT 1	42	427Q	156C
18	174F	REVENUE AGENT 2	50	427Q	156C
18	174G	REVENUE AGENT 3	54	427Q	156C
18	174H	REVENUE AGENT 4	56	427Q	156C
18	454P	TRANSPORTATION SPECIALIST 4	50	156C	
18	454Q	TRANSPORTATION PROGRAM COORDINATOR - UTC	54	156C	
18	455E	TRANSPORTATION SPECIALIST 1	36	156C	
18	455F	TRANSPORTATION SPECIALIST 2	42	156C	
18	455G	TRANSPORTATION SPECIALIST 3	46	156C	
18	564A	GRAIN STORAGE EXAMINER 1	34	156C	
18	564B	GRAIN STORAGE EXAMINER 2	42	156C	
18	564C	GRAIN STORAGE EXAMINER 3	46	156C	
18	704L	COLG. CAREER GRAD. - BUS., FINANCE & PUB. ADMIN.	36	156C	
18	704M	COLG. CAREER M.S. GRAD. - BUS., FINANCE & PUB. ADMIN.	42	156C	
19	501G	RESEARCH ANALYST 3	48	BMK	
19	100W	DATA COMPILER 1	31	501G	
19	100X	DATA COMPILER 2	34	501G	
19	100Y	DATA COMPILER 3	37	501G	
19	162L	INSURANCE ANALYST	45	501G	
19	303E	TOXICOLOGIST 1	59	501G	
19	303F	TOXICOLOGIST 2	65	501G	
19	303G	TOXICOLOGIST 3	69	501G	
19	305C	ERGONOMIST 3	65	501G	
19	305D	ERGONOMIST 4	69	501G	
19	399M	RISK ANALYST	51	501G	
19	501E	RESEARCH ANALYST 1	40	501G	
19	501F	RESEARCH ANALYST 2	43	501G	
19	501H	RESEARCH ANALYST 4	51	501G	
19	501I	RESEARCH ANALYST 5	54	501G	
19	502E	RESEARCH INVESTIGATOR 1	52	501G	
19	502F	RESEARCH INVESTIGATOR 2	56	501G	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
19	502G	RESEARCH INVESTIGATOR 3	61	501G	
19	502J	ECONOMIC ANALYST 1	48	501G	
19	502K	ECONOMIC ANALYST 2	55	501G	
19	502L	ECONOMIC ANALYST 3	61	501G	
19	503A	ACTUARIAL ANALYST 1	46	501G	
19	503B	ACTUARIAL ANALYST 2	56	501G	
19	503C	ACTUARIAL ANALYST 3	66	501G	
19	504B	ACTUARY 2	79	501G	
19	504C	ACTUARY 3	89	501G	
19	504D	ACTUARY 4	94	501G	
19	704N	COLG. CAREER GRAD. - COMM., LBRL. ARTS, & HUMANITIES	38	501G	
20	109K	MANAGEMENT ANALYST 3	51	BMK	
20	106E	ADMINISTRATIVE SERVICES MANAGER A	46	143J	109K
20	106F	ADMINISTRATIVE SERVICES MANAGER B	51	143J	109K
20	106G	ADMINISTRATIVE SERVICES MANAGER C	56	143J	109K
20	106J	OFFICE MANAGER	43	W	109K
20	106K	MANAGER, OFFICE SERVICES 1	47	W	109K
20	106L	MANAGER, OFFICE SERVICES 2	49	W	109K
20	107I	PROGRAM SPECIALIST 2	41	109K	
20	107J	PROGRAM SPECIALIST 3	52	109K	
20	107K	PROGRAM SPECIALIST 4	55	109K	
20	107L	PROGRAM SPECIALIST 5	59	109K	
20	107R	PROGRAM MANAGER A	48	143J	109K
20	107S	PROGRAM MANAGER B	51	143J	109K
20	108E	ADMINISTRATIVE REGULATIONS ANALYST 2	47	109K	
20	108F	ADMINISTRATIVE REGULATIONS ANALYST 3	54	109K	
20	108G	ADMINISTRATIVE REGULATIONS ANALYST 4	60	109K	
20	109I	MANAGEMENT ANALYST 1	43	109K	
20	109J	MANAGEMENT ANALYST 2	47	109K	
20	109L	MANAGEMENT ANALYST 4	57	109K	
20	109M	MANAGEMENT ANALYST 5	60	109K	
20	112E	CORRECTIONAL RECORDS TECHNICIAN 1	40	100T	109K
20	112F	CORRECTIONAL RECORDS TECHNICIAN 2	44	100T	109K
20	112G	CORRECTIONAL RECORDS SUPERVISOR	48	100T	109K
20	112I	FORMS & RECORDS ANALYST 1	35	109K	
20	112J	FORMS & RECORDS ANALYST 2	41	109K	
20	112K	FORMS & RECORDS ANALYST 3	46	109K	
20	112L	FORMS AND RECORDS ANALYST SUPERVISOR	51	109K	
20	112M	RECORDS MANAGEMENT SUPERVISOR	57	109K	
20	113N	MAIL MANAGER - DSHS	43	W	109K
20	253T	ADMINISTRATIVE PROGRAM SPECIALIST 1	53	109K	
20	253U	ADMINISTRATIVE PROGRAM SPECIALIST 2	59	109K	
20	253X	VOCATIONAL EDUCATION PROGRAM SPECIALIST	59	109K	
20	458K	LICENSING SPECIALIST 1	32	100T	109K
20	458M	LICENSING SPECIALIST 2	38	100T	109K
20	458O	LICENSING SPECIALIST 3	41	100T	109K
20	459I	LICENSING SERVICES MANAGER 1	53	W	109K
20	459L	PROFESSIONAL LICENSING MANAGER 1	41	100T	109K
20	459M	PROFESSIONAL LICENSING MANAGER 2	49	100T	109K



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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
20	542W	ENERGY FACILITY SITE SPECIALIST	60	109K	
20	542X	ENERGY FACILITY SITE CERTIFICATION/COMPL MGR	64	109K	
20	571E	RACING OFFICIAL ASSISTANT	26	W	109K
20	571F	RACING OFFICIAL 1	40	W	109K
20	571G	RACING OFFICIAL 2	44	W	109K
20	571I	RACING PARI-MUTUEL INSPECTOR	36	W	109K
20	571K	RACING LICENSING SPECIALIST	39	W	109K
20	571L	RACING STEWARD	60	W	109K
21	144G	CONTRACTS SPECIALIST 2	52	BMK	
21	144E	CONTRACTS ASSISTANT	36	144G	
21	144F	CONTRACTS SPECIALIST 1	46	144G	
21	144H	CONTRACTS SPECIALIST 3	58	144G	
22	119G	HUMAN RESOURCE CONSULTANT 3	54	BMK	
22	119E	HUMAN RESOURCE CONSULTANT 1	45	119G	
22	119F	HUMAN RESOURCE CONSULTANT 2	50	119G	
22	119H	HUMAN RESOURCE CONSULTANT 4	58	119G	
22	120B	APPRENTICESHIP CONSULTANT 2	49	119G	
22	120C	APPRENTICESHIP CONSULTANT 3	52	119G	
22	120D	APPRENTICESHIP CONSULTANT 4	56	119G	
22	123E	HUMAN RESOURCE CONSULTANT ASSISTANT 1	35	119G	
22	123F	HUMAN RESOURCE CONSULTANT ASSISTANT 2	41	119G	
22	124B	INDUSTRIAL RELATIONS AGENT 2	49	119G	
22	124C	INDUSTRIAL RELATIONS AGENT 3	52	119G	
22	124D	INDUSTRIAL RELATIONS AGENT 4	56	119G	
22	356A	EMPLOYEE ASSISTANCE ASSOCIATE	40	119G	
22	356B	EMPLOYEE ASSISTANCE PROFESSIONAL	46	119G	
22	356C	EMPLOYEE ASSISTANCE PROFESSIONAL, SENIOR	52	119G	
22	356D	EMPLOYEE ASSISTANCE PROFESSIONAL EXPERT/SUPERVISOR	56	119G	
23	358G	WORKSOURCE SPECIALIST 3	44	BMK	
23	163E	BENEFITS SPECIALIST 2	41	358G	
23	163G	HEALTH INSURANCE BENEFITS SPECIALIST 1	37	358G	
23	163H	HEALTH INSURANCE BENEFITS SPECIALIST 2	42	358G	
23	163I	HEALTH INSURANCE BENEFITS SPECIALIST 3	45	358G	
23	163J	HEALTH INSURANCE BENEFITS SPECIALIST 4	47	358G	
23	163L	RETIREMENT SERVICES ANALYST 1	37	358G	
23	163M	RETIREMENT SERVICES ANALYST 2	44	358G	
23	163N	RETIREMENT SERVICES ANALYST 3	47	358G	
23	163O	RETIREMENT SERVICES ANALYST 4	50	358G	
23	163R	OASI SUPERVISOR	58	358G	
23	163S	VETERANS BENEFIT ASSISTANT	35	358G	
23	163T	VETERANS BENEFIT SPECIALIST 1	42	358G	
23	163U	VETERANS BENEFIT SPECIALIST 2	45	358G	
23	163V	VETERANS BENEFITS & HEARINGS ADVOCATE	50	358G	
23	164E	UI SPECIALIST 1	37	358G	
23	164F	UI SPECIALIST 2	41	358G	
23	164G	UI SPECIALIST 3	44	358G	
23	164H	UI SPECIALIST 4	48	358G	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
23	164I	UI SPECIALIST 5	50	358G	
23	164J	UI SPECIALIST 6	52	358G	
23	164K	UNEMPLOYMENT INSURANCE TAX ADMINISTRATOR 2	52	358G	
23	165F	FINANCIAL BENEFITS COORDINATOR	35	358G	
23	166E	BASIC HEALTH PLAN REPRESENTATIVE	53	358G	
23	167E	EMPLOYMENT SECURITY PROGRAM ASSISTANT	42	358G	
23	167F	EMPLOYMENT SECURITY PROGRAM COORDINATOR 1	44	358G	
23	167G	EMPLOYMENT SECURITY PROGRAM COORDINATOR 2	50	358G	
23	167H	EMPLOYMENT SECURITY PROGRAM COORDINATOR 3	54	358G	
23	283H	HEALTH SERVICES CONSULTANT 1	43	358G	
23	283I	HEALTH SERVICES CONSULTANT 2	50	358G	
23	283J	HEALTH SERVICES CONSULTANT 3	56	358G	
23	283K	HEALTH SERVICES CONSULTANT 4	60	358G	
23	358E	WORKSOURCE SPECIALIST 1	37	358G	
23	358F	WORKSOURCE SPECIALIST 2	41	358G	
23	358H	WORKSOURCE SPECIALIST 4	48	358G	
23	358I	WORKSOURCE SPECIALIST 5	50	358G	
23	358J	WORKSOURCE SPECIALIST 6	52	358G	
24	114G	PROCUREMENT & SUPPLY SPECIALIST 3	51	BMK	
24	114E	PROCUREMENT & SUPPLY SPECIALIST 1	39	114G	
24	114F	PROCUREMENT & SUPPLY SPECIALIST 2	45	114G	
24	114H	PROCUREMENT & SUPPLY SPECIALIST 4	55	114G	
24	115E	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 1	30	114G	
24	115F	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 2	33	114G	
24	115G	PROCUREMENT & SUPPLY SUPPORT SPECIALIST 3	36	114G	
24	118E	SURPLUS & INVENTORY CONTROL SPECIALIST 2	37	114G	
24	118H	SURPLUS & INVENTORY CONTROL SPECIALIST 4	49	114G	
24	231H	MARKETING MANAGER - MMC	53	114G	
25	399F	SAFETY OFFICER 1	49	BMK	
25	391E	ELECTRICAL INSPECTOR - TRANSPORTATION	56 E	399F	
25	391V	REGIONAL SUPERVISOR	56	399F	
25	392E	SAFETY & HEALTH SPECIALIST 1	42	399F	
25	392F	SAFETY & HEALTH SPECIALIST 2	51	399F	
25	392G	SAFETY & HEALTH SPECIALIST 3	54	399F	
25	392H	SAFETY & HEALTH SPECIALIST 4	57	399F	
25	392I	ENVIRONMENTAL HEALTH & SAFETY TECH	42	399F	
25	394E	INDUSTRIAL HYGIENIST 2	52	399F	
25	394F	INDUSTRIAL HYGIENIST 3	57	399F	
25	394G	INDUSTRIAL HYGIENIST 4	60	399F	
25	395A	ENVIRONMENTAL CONTROL TECHNICIAN 1	32	399F	
25	395B	ENVIRONMENTAL CONTROL TECHNICIAN 2	36	399F	
25	395C	ENVIRONMENTAL CONTROL TECHNICIAN 3	40	399F	
25	396E	ASSISTANT FIRE CHIEF	53	399F	
25	396F	FIRE CHIEF	59	399F	
25	396J	FIRE/EMERGENCY PROGRAM SPECIALIST	53	399F	
25	396L	DEPUTY STATE FIRE MARSHAL	59	399F	
25	399E	SAFETY OFFICER ASSISTANT	44	399F	
25	399G	SAFETY OFFICER 2	53	399F	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
25	399H	SAFETY OFFICER 3	55	399F	
25	399I	SAFETY PROGRAM ASSISTANT MANAGER	56	399F	
25	399N	RISK MANAGEMENT SPECIALIST 1	39	399F	
25	399O	RISK MANAGEMENT SPECIALIST 2	50	399F	
25	399P	RISK MANAGEMENT SPECIALIST 3	53	399F	
25	399R	FLEET SAFETY/TRAINING ADMINISTRATOR - WSF	59	399F	
25	400E	HEALTH PHYSICIST 1	50	399F	
25	400F	HEALTH PHYSICIST 2	54	399F	
25	400I	RADIATION SAFETY TECHNICIAN 1	37	399F	
25	400J	RADIATION SAFETY TECHNICIAN 2	41	399F	
25	400K	RADIATION SAFETY TECHNICIAN 3	45	399F	
25	400N	HOSPITAL HEALTH PHYSICIST	62	399F	
25	602I	INCINERATOR OPERATOR	43	399F	
27	480P	INFORMATION TECHNOLOGY-COMPUTER OPERATOR 3	40	BMK	
27	480F	INFORMATION TECHNOLOGY DATA PROCESSOR 1	28	480P	
27	480G	INFORMATION TECHNOLOGY-DATA PROCESSOR 2	34	480P	
27	480H	INFORMATION TECHNOLOGY-DATA PROCESSOR 3	39	480P	
27	480I	INFORMATION TECHNOLOGY-DATA PROCESSOR LEAD	42	480P	
27	480J	DATA CONTROL SUPERVISOR	47	480P	
27	480K	DATA PROCESSING SUPERVISOR 4	52	480P	
27	480N	INFORMATION TECHNOLOGY-COMPUTER OPERATOR 1	31	480P	
27	480O	INFORMATION TECHNOLOGY-COMPUTER OPERATOR 2	36	480P	
27	480Q	INFORMATION TECHNOLOGY-COMPUTER OPERATOR LEAD	43	480P	
27	480R	INFORMATION TECHNOLOGY-COMPUTER OPERATIONS SUPERVISOR	48	480P	
27	481E	COMPUTER OPERATIONS ANALYST 1	44	480P	
27	481F	COMPUTER OPERATIONS ANALYST 2	50	480P	
28	479K	INFORMATION TECHNOLOGY SPECIALIST 3	58	BMK	
28	479I	INFORMATION TECHNOLOGY SPECIALIST 1	48	479K	
28	479J	INFORMATION TECHNOLOGY SPECIALIST 2	54	479K	
28	479L	INFORMATION TECHNOLOGY SPECIALIST 4	62	479K	
28	479M	INFORMATION TECHNOLOGY SPECIALIST 5	66	479K	
28	479N	INFORMATION TECHNOLOGY SYSTEMS/APP SPEC 6	70	479K	
28	479Q	STATE ENTERPRISE ARCHITECT	72	479K	
28	480E	INFORMATION TECHNOLOGY TRAINEE/INTERN	27	479K	
28	481A	INFORMATION TECHNOLOGY TECHNICIAN 1	38	479K	
28	481B	INFORMATION TECHNOLOGY TECHNICIAN 2	42	479K	
28	542E	DATA CENTER HARDWARE MANAGER	69	479K	
28	704E	COMMUNITY CLG/VOC TECH GRAD - IT	42	479K	
28	704F	COLG. CAREER GRAD. - COMPR. SCI. IT	48	479K	
30	197K	COMMUNICATIONS CONSULTANT 3	50	BMK	
30	197I	COMMUNICATIONS CONSULTANT 1	37	197K	
30	197J	COMMUNICATIONS CONSULTANT 2	46	197K	
30	197L	COMMUNICATIONS CONSULTANT 4	55	197K	
30	197M	COMMUNICATIONS CONSULTANT 5	61	197K	
30	198E	GRAPHICS ASSISTANT	32	197K	
30	198F	GRAPHIC DESIGNER	41	197K	
30	198G	GRAPHIC DESIGNER SENIOR	47	197K	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
30	198H	GRAPHIC DESIGNER SUPERVISOR	51	197K	
30	199A	TOUR & INFORMATIONAL SERVICES COORDINATOR 1	32	197K	
30	199C	TOUR & INFORMATIONAL SERVICES COORDINATOR 3	46	197K	
30	199D	TOUR & INFORMATIONAL SERVICES COORDINATOR 4	50	197K	
30	200E	ELECTRONIC MEDIA PRODUCER	41	197K	
30	200F	ELECTRONIC MEDIA PRODUCER SPECIALIST	47	197K	
30	200G	ELECTRONIC MEDIA PRODUCER LEAD	51	197K	
30	200H	ELECTRONIC MEDIA SUPERVISOR	55	197K	
30	200J	PHOTO-MEDIA SPECIALIST	47	197K	
30	200L	MEDIA ENGINEER A	52	197K	
30	200M	MEDIA ENGINEER B	57	197K	
30	201E	BROADCAST TECHNICIAN 1	36	197K	
30	201F	BROADCAST TECHNICIAN 2	42	197K	
30	201G	BROADCAST TECHNICIAN 3	46	197K	
30	201H	BROADCAST TECHNICIAN SUPERVISOR	50	197K	
30	203E	MEDIA TECHNICIAN	28	197K	
30	203F	MEDIA TECHNICIAN SENIOR	36	197K	
30	203G	MEDIA TECHNICIAN LEAD	39	197K	
30	203H	MEDIA TECHNICIAN SUPERVISOR	42	197K	
30	203J	TV/VIDEO EQUIPMENT OPERATOR 1	27	197K	
30	203K	TV/VIDEO EQUIPMENT OPERATOR 2	32	197K	
30	203L	TV/VIDEO EQUIPMENT OPERATOR LEAD	35	197K	
30	203M	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR	38	197K	
30	203R	MEDIA LABORATORY COORDINATOR	33	197K	
30	203S	MEDIA SERVICES SUPERVISOR	37	197K	
30	204E	PHOTOGRAPHER 1	43	197K	
30	204F	PHOTOGRAPHER 2	47	197K	
30	204H	PHOTOGRAPHER SUPERVISOR	51	197K	
30	231E	BENEFITS MARKETING REPRESENTATIVE	53	197K	
30	253E	HEALTH EDUCATION RESOURCES COOR 1	42	197K	
30	253F	HEALTH EDUCATION RESOURCES COOR 2	46	197K	
30	253H	HEALTH ED RESOURCES SUPERVISOR	50	197K	
30	260P	PARKS INTERPRETIVE ASSISTANT	29	197K	
30	260Q	PARKS INTERPRETIVE SPECIALIST	35	197K	
30	260T	PARKS INTERPRETIVE CONSULTANT	45	197K	
30	260V	PARKS INTERPRETIVE SUPERVISOR	53	197K	
32	592K	ELECTRONICS TECHNICIAN 2	45 G	BMK	
32	511E	BIOMEDICAL ELECTRONICS TECHNICIAN 1	38	592K	
32	511F	BIOMEDICAL ELECTRONICS TECHNICIAN 2	44	592K	
32	511G	BIOMEDICAL ELECTRONICS TECHNICIAN 3	48	592K	
32	511H	BIOMEDICAL ELECTRONICS TECHNICIAN LEAD	50	592K	
32	511I	BIOMEDICAL ELECTRONICS TECHNICIAN SUPERVISOR 4	52	592K	
32	511L	OPTICAL TECHNICIAN 1	34	592K	
32	511M	OPTICAL TECHNICIAN 2	44	592K	
32	511N	OPTICAL TECHNICIAN LEAD	50	592K	
32	538G	ENGINEERING TECHNICIAN 1	45	592K	
32	538H	ENGINEERING TECHNICIAN 2	49	592K	
32	538I	ENGINEERING TECHNICIAN 3	53	592K	
32	538J	ENGINEERING TECHNICIAN LEAD	55	592K	

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### 2010 Total Compensation Survey Proposed Benchmark and Indexing

BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
32	538K	ENGINEERING TECHNICIAN SUPERVISOR	57	592K	
32	592E	MEDIA MAINTENANCE TECHNICIAN I	35	592K	
32	592F	MEDIA MAINTENANCE TECHNICIAN 2	41	592K	
32	592G	MEDIA MAINTENANCE TECHNICIAN 3	45	592K	
32	592H	MEDIA MAINTENANCE TECHNICIAN LEAD	47	592K	
32	592I	MEDIA MAINTENANCE SUPERVISOR	49	592K	
32	592J	ELECTRONICS TECHNICIAN 1	37 G	592K	
32	592L	ELECTRONICS TECHNICIAN 3	47 G	592K	
32	592M	ELECTRONICS TECHNICIAN 4	49 G	592K	
32	592N	ELECTRONICS TECHNICIAN SUPERVISOR	51	592K	
32	592O	OFFICE MACHINE MECHANIC LEAD	45 G	592K	
32	592P	TELEPHONE SYSTEM TECHNICIAN	45 G	592K	
32	592T	ELECTRONICS SUPERVISOR	56 E	608F	592K
32	592W	ELECTRONICS TECHNICIAN	45 E	592K	
32	593A	LIQUOR ELECTRONIC SECURITY TECHNICIAN 1	31 G	592K	
32	593D	LIQUOR ELECTRONIC SECURITY TECHNICIAN 4	37 G	592K	
32	602E	REACTOR TECHNICIAN 1	44	592K	
32	602F	REACTOR TECHNICIAN 2	50	592K	
32	602H	REACTOR SUPERVISOR	54	592K	
33	538S	TRANSPORTATION TECHNICIAN 2	48	BMK	
33	204O	PHOTO TECHNICIAN 1, AERIAL	44	538S	
33	204P	PHOTO TECHNICIAN 2, AERIAL	56	538S	
33	204Q	PHOTO SUPERVISOR, AERIAL	60	538S	
33	204R	PHOTOGRAPHER, AERIAL	58	538S	
33	538L	ENGINEERING AIDE TRAINEE	37	538S	
33	538M	ENGINEERING AIDE 1	42	538S	
33	538N	ENGINEERING AIDE 2	48	538S	
33	538R	TRANSPORTATION TECHNICIAN 1	42	538S	
33	538V	BRIDGE TECHNICIAN 1	44	538S	
33	538W	BRIDGE TECHNICIAN 2	50	538S	
33	594M	TRANSPORTATION SYSTEMS TECHNICIAN A	47 E	538S	
33	594N	TRANSPORTATION SYSTEMS TECHNICIAN B	57 E	538S	
33	594O	TRANSPORTATION SYSTEMS TECHNICIAN C	59 E	538S	
33	594P	TRANSPORTATION SYSTEMS TECHNICIAN D	61 E	538S	
33	599A	AVALANCHE FORECAST AND CONTROL SPECIALIST 1	46	538S	
33	599B	AVALANCHE FORECAST AND CONTROL SPECIALIST 2	50	538S	
33	599D	AVALANCHE FORECAST AND CONTROL SPECIALIST 4	58	538S	
34	530L	TRANSPORTATION ENGINEER 2	57	BMK	
34	396G	FIRE PROTECTION ENGINEER	63	530O	530L
34	398B	MARINE TRANSPORTATION SAFETY SPECIALIST 2	61	530L	
34	398C	MARINE TRANSPORTATION SAFETY SPECIALIST 3	67	530L	
34	400P	RADIATION HEALTH PHYSICIST 1	59	530O	530L
34	400Q	RADIATION HEALTH PHYSICIST 2	62	530O	530L
34	400R	RADIATION HEALTH PHYSICIST 3	65	530O	530L
34	400S	RADIATION HEALTH PHYSICIST 4	69	530O	530L
34	400V	NUCLEAR WASTE PROGRAM SPECIALIST	65	530O	530L
34	452E	COMMUNICATIONS SYSTEMS DESIGNER	63	530L	
34	452F	COMMUNICATIONS SYSTEMS MANAGER	65	530L	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
34	452G	COMMUNICATIONS SYSTEMS DIRECTOR	69	530L	
34	514E	HYDROGEOLOGIST 1	52	530O	530L
34	514F	HYDROGEOLOGIST 2	58	530O	530L
34	514G	HYDROGEOLOGIST 3	62	530O	530L
34	514H	HYDROGEOLOGIST 4	66	530O	530L
34	514I	HYDROGEOLOGIST 5	70	530O	530L
34	526E	NATURAL RESOURCE ENGINEER 1	50	530L	
34	526F	NATURAL RESOURCE ENGINEER 2	55	530L	
34	526G	NATURAL RESOURCE ENGINEER 3	60	530L	
34	526H	NATURAL RESOURCE ENGINEER 4	63	530L	
34	527E	LAND SURVEYOR 2	55	530L	
34	527F	LAND SURVEYOR 3	61	530L	
34	527H	LAND SURVEYOR - WILDLIFE	65	530L	
34	528A	FACILITIES ENGINEER 1	50	530O	530L
34	528B	FACILITIES ENGINEER 2	56	530O	530L
34	528C	FACILITIES ENGINEER 3	62	530O	530L
34	528D	FACILITIES ENGINEER 4	66	530O	530L
34	529I	ENERGY/UTILITIES ENGINEER 1	51	530L	
34	529J	ENERGY/UTILITIES ENGINEER 2	61	530L	
34	529K	ENERGY/UTILITIES ENGINEER 3	67	530L	
34	529L	ENERGY/UTILITIES ENGINEER 4	71	530L	
34	529O	NUCLEAR ENGINEER	69	530O	530L
34	530E	CIVIL ENGINEER 1	51	530L	
34	530F	CIVIL ENGINEER 2	57	530L	
34	530G	CIVIL ENGINEER 3	63	530L	
34	530H	CIVIL ENGINEER 4	67	530L	
34	530K	TRANSPORTATION ENGINEER 1	53	530L	
34	530M	TRANSPORTATION ENGINEER 3	61	530L	
34	530N	TRANSPORTATION ENGINEER 4	65	530O	530L
34	530O	TRANSPORTATION ENGINEER 5	69	530O	530L
34	530P	TRANSPORTATION TECHNICAL ENGINEER 5	69	530O	530L
34	530Q	TRANSPORTATION SUPERVISING ENGINEER	75	530O	530L
34	531E	BRIDGE ENGINEER 1	53	530L	
34	531F	BRIDGE ENGINEER 2	57	530L	
34	531G	BRIDGE ENGINEER 3	61	530L	
34	531H	BRIDGE ENGINEER 4	65	530O	530L
34	531I	BRIDGE ENGINEER 5	69	530O	530L
34	531J	BRIDGE ENGINEER 6	73	530O	530L
34	531K	BRIDGE ENGINEER 7	77	530O	530L
34	532E	ELECTRICAL ENGINEER 3	65	530L	
34	532F	ELECTRICAL ENGINEER 4	72	530L	
34	532K	ELECTRONIC DESIGN ENGINEER	69	530O	530L
34	532M	ELECTRONICS ENGINEERING MANAGER	73	530O	530L
34	533E	INSPECTOR SPECIALIST, MARINE	67	530L	
34	533G	VESSEL PROJECT ENGINEER	74	530O	530L
34	533J	ASSOCIATE MARINE ENGINEER	55	530L	
34	533K	MARINE ENGINEER	63	530L	
34	533L	SENIOR MARINE ENGINEER	69	530L	
34	533M	MARINE PROJECT ENGINEER	73	530L	
34	533N	MARINE MECHANICAL ENGINEER	73	530L	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
34	534B	MECHANICAL ENGINEER	57	530L	
34	534C	MECHANICAL ENGINEER SENIOR	63	530L	
34	534D	MECHANICAL ENGINEER SUPERVISOR	67	530L	
34	535B	PHOTOGRAMMETRIST 2	57	530L	
34	535C	PHOTOGRAMMETRIST 3	61	530L	
34	535D	PHOTOGRAMMETRIST 4	67	530L	
34	536E	ENVIRONMENTAL ENGINEER 1	55	530O	530L
34	536F	ENVIRONMENTAL ENGINEER 2	61	530O	530L
34	536G	ENVIRONMENTAL ENGINEER 3	67	530O	530L
34	536H	ENVIRONMENTAL ENGINEER 4	69	530O	530L
34	536I	ENVIRONMENTAL ENGINEER 5	71	530O	530L
34	536J	ENVIRONMENTAL ENGINEER 6	73	530O	530L
34	537I	CONSTRUCTION PROJECT COORDINATOR 1	50	530O	530L
34	537J	CONSTRUCTION PROJECT COORDINATOR 2	59	530O	530L
34	537K	CONSTRUCTION PROJECT COORDINATOR 3	67	530O	530L
34	537L	CONSTRUCTION PROJECT COORDINATOR 4	69	530O	530L
34	538E	ENGINEERING ASSISTANT 1	47	530O	530L
34	538F	ENGINEERING ASSISTANT 2	53	530O	530L
34	538O	ENGINEERING AIDE 3	51	530L	
34	538P	ENGINEERING AIDE 4	53	530L	
34	538Q	PHOTOGRAMMETRIC TECHNICIAN	51	530L	
34	538T	TRANSPORTATION TECHNICIAN 3	53	530L	
34	538U	TRANSPORTATION ENGINEER INTERN	43	530L	
34	538Y	MARINE DESIGNER	59	530L	
34	539E	ARCHITECT 1	63	530O	530L
34	539F	ARCHITECT 2	67	530O	530L
34	539H	ARCHITECT SUPERVISOR	75	530O	530L
34	539J	INTERIOR DESIGNER	56	530O	530L
34	539L	HORTICULTURIST	63	530O	530L
34	539N	BUILDING DESIGNER 1	51	530O	530L
34	539O	BUILDING DESIGNER 2	57	530O	530L
34	539Q	PARKS PLANNER 1	49	530O	530L
34	539R	PARKS PLANNER 2	57	530O	530L
34	539S	PARKS PLANNER 3	61	530O	530L
34	539T	PARKS PLANNER 4	65	530O	530L
34	539V	NAVAL ARCHITECT 1	65	530O	530L
34	539W	NAVAL ARCHITECT 2	69	530O	530L
34	540E	DRAFTING TECHNICIAN 2	41	530O	530L
34	540F	DRAFTING TECHNICIAN 3	45	530O	530L
34	540H	FACILITIES DRAFTING TECHNICIAN 1	36	530O	530L
34	540I	FACILITIES DRAFTING TECHNICIAN 2	41	530O	530L
34	540L	ASSISTANT FACILITIES DESIGNER	50	530O	530L
34	540O	PARKS PLANNER AIDE	41	530O	530L
34	541E	CARTOGRAPHER 1	42	530L	
34	541F	CARTOGRAPHER 2	47	530L	
34	541G	CARTOGRAPHER 3	54	530L	
34	541I	CARTOGRAPHY SUPERVISOR	63	530L	
34	542G	FACILITIES PLANNER 1	56	530O	530L
34	542H	FACILITIES PLANNER 2	62	530O	530L
34	542I	FACILITIES SENIOR PLANNER	65	530O	530L

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### 2010 Total Compensation Survey Proposed Benchmark and Indexing

BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
34	542J	OUTDOOR RESOURCE PLANNER	61	5300	530L
34	542K	OUTDOOR RESOURCE PLANNER - SENIOR	65	5300	530L
34	542L	OUTDOOR GRANTS MANAGER	61	5300	530L
34	542M	OUTDOOR GRANTS MANAGER - SENIOR	65	5300	530L
34	543E	TRANSPORTATION PLANNING SPECIALIST 1	53	530L	
34	543F	TRANSPORTATION PLANNING SPECIALIST 2	57	530L	
34	543G	TRANSPORTATION PLANNING SPECIALIST 3	61	530L	
34	543H	TRANSPORTATION PLANNING SPECIALIST 4	65	5300	530L
34	543I	TRANSPORTATION PLANNING SPECIALIST 5	69	5300	530L
34	543J	TRANSPORTATION PLANNING SUPERVISOR	75	5300	530L
34	544E	SPACE ANALYST 1	49	5300	530L
34	544F	SPACE ANALYST 2	53	5300	530L
34	544H	TRANSPORTATION PLANNING TECHNICIAN 1	42	530L	
34	544I	TRANSPORTATION PLANNING TECHNICIAN 2	48	530L	
34	544J	TRANSPORTATION PLANNING TECHNICIAN 3	53	530L	
34	704H	COLG. CAREER GRAD. - ENG. & ARCH.	49	530L	
42	678I	CUSTODIAN 1	26	BMK	
42	595G	REST AREA ATTENDANT - TRANSPORTATION	31	678I	
42	678E	WINDOW WASHER	31	678I	
42	678F	WINDOW WASHER LEAD	34	678I	
42	678H	MAINTENANCE CUSTODIAN	30	678I	
42	678J	CUSTODIAN 2	28	678I	
42	678K	CUSTODIAN 3	32	678I	
42	678L	CUSTODIAN 4	36	678I	
42	678M	CUSTODIAN 5	40	678I	
42	678N	PARK AIDE	18	678I	
42	678O	SENIOR PARK AIDE	27 E	678I	
44	679E	LAUNDRY WORKER 1	25	BMK	
44	595E	DRAPERY FABRICATOR	30	679E	
44	679F	LAUNDRY WORKER 2	29	679E	
44	679G	LAUNDRY WORKER 3	34	679E	
44	679H	LAUNDRY OPERATIONS SUPERVISOR 1	37	679E	
44	679I	LAUNDRY OPERATIONS SUPERVISOR 2	46	679E	
45	117I	WAREHOUSE OPERATOR 1	29 G	BMK	
45	116E	STOCKROOM ATTENDANT 1	27	117I	
45	116F	STOCKROOM ATTENDANT 2	29	117I	
45	116G	STOCKROOM ATTENDANT 3	32	117I	
45	116I	STOCKROOM SUPERVISOR	34	117I	
45	117J	WAREHOUSE OPERATOR 2	32 G	117I	
45	117K	WAREHOUSE OPERATOR 3	36 G	117I	
45	117L	WAREHOUSE OPERATOR 4	40 G	117I	
45	702E	SPORTS EQUIPMENT ATTENDANT 2	19	117I	
45	702F	SPORTS EQUIPMENT TECHNICIAN	24	117I	
45	702G	SPORTS EQUIPMENT MANAGER 1	30	117I	
45	702H	SPORTS EQUIPMENT MANAGER 2	34	117I	
46	591J	GROUNDS & NURSERY SERVICES SPECIALIST 2	29	BMK	



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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
46	591I	GROUPS & NURSERY SERVICES SPECIALIST 1	26	591J	
46	591K	GROUPS & NURSERY SERVICES SPECIALIST 3	33	591J	
46	591L	GROUPS & NURSERY SERVICES SPECIALIST 4	37	591J	
46	591M	GROUPS & NURSERY SERVICES SPECIALIST 5	41	591J	
46	591N	GROUPS & NURSERY SERVICES SPECIALIST 6	45	591J	
47	595K	UTILITY WORKER 1	29 G	BMK	
47	518E	FOREST CRUISER & CRAFTS TECHNICIAN 1	38	595K	
47	518F	FOREST CRUISER & CRAFTS TECHNICIAN 2	42 E	595K	
47	518H	FOREST CRAFTS SUPERVISOR	46 E	595K	
47	565I	FARMER 1	25	595K	
47	565J	FARMER 2	33	595K	
47	565K	FARMER 3	38	595K	
47	565L	FARMER 4	44	595K	
47	565M	FARMER 5	46	595K	
47	565N	FARMER 6	49	595K	
47	595I	LIGHTING MAINTENANCE TECHNICIAN	32 G	595K	
47	595L	UTILITY WORKER 2	33 G	595K	
47	595M	UTILITY WORKER 3	36 G	595K	
47	595N	UTILITY WORKER 4	39 G	595K	
48	632J	TRUCK DRIVER 2	38 G	BMK	
48	113I	MAIL CARRIER - DRIVER	28	632J	
48	113J	MAIL PROCESSING - DRIVER	34	632J	
48	113K	MAIL PROCESSING - DRIVER LEAD	36	632J	
48	113L	MAIL PROCESSING MANAGER	40	632J	
48	632E	TRANSPORTATION HELPER	29	632J	
48	632F	WASTE COLLECTOR	39 G	632J	
48	632G	TRANSPORTATION SUPERVISOR	45 G	632J	
48	632I	TRUCK DRIVER 1	34 G	632J	
48	632K	TRUCK DRIVER 3	42 G	632J	
49	596Q	MAINTENANCE TECHNICIAN 2	40 E	BMK	
49	596O	MAINTENANCE TRAINEE	30 E	596Q	
49	596P	MAINTENANCE TECHNICIAN 1	36 E	596Q	
49	596R	MAINTENANCE TECHNICIAN 3	44 E	596Q	
49	597E	BRIDGE TENDER	36 E	596Q	
49	597F	MAINTENANCE TECHNICIAN 1, BRIDGE	40 E	596Q	
49	597G	MAINTENANCE TECHNICIAN 2, BRIDGE	44 E	596Q	
49	597H	MAINTENANCE LEAD TECHNICIAN, BRIDGE	46 E	596Q	
50	596T	MAINTENANCE SUPERVISOR	54	BMK	
50	596S	MAINTENANCE LEAD TECHNICIAN	50 E	596T	
50	597I	MAINTENANCE SUPERVISOR, BRIDGE	50	596T	
50	597J	MAINTENANCE SUPERVISOR, FLOATING BRIDGE	54	596T	
50	597K	MAINTENANCE SPECIALIST, SUSPENSION BRIDGE	48 E	596T	
50	597L	MAINTENANCE LEAD TECHNICIAN, SUSPENSION BRIDGE	50 E	596T	
50	597M	MAINTENANCE SUPERVISOR, SUSPENSION BRIDGE	54	596T	
50	598P	MAINTENANCE - OPERATIONS ASSISTANT SUPERINTENDENT	52	596T	
50	598Q	MAINTENANCE - OPERATIONS SUPERINTENDENT	58	596T	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
50	598R	MAINTENANCE - OPERATIONS STAFF ASSISTANT	64	596T	
<b>53</b>	<b>605E</b>	<b>CARPENTER</b>	<b>42 G</b>	<b>BMK</b>	
53	202E	STAGE TECHNICIAN 1	39	605E	
53	202F	STAGE TECHNICIAN 2	43	605E	
53	202H	STAGE MANAGER	49	605E	
53	306S	MANUAL ARTS THERAPIST	46	605E	
53	391X	CONSTRUCTION INSPECTOR 4	42	605E	
53	596E	CONSTRUCTION AND MAINTENANCE SUPERINTENDENT 1	48	605E	
53	596F	CONSTRUCTION AND MAINTENANCE SUPERINTENDENT 2	52	605E	
53	596G	CONSTRUCTION AND MAINTENANCE SUPERINTENDENT 3	58	605E	
53	596I	MAINTENANCE SPECIALIST 2	45 G	605E	
53	596J	MAINTENANCE SPECIALIST 3	49 G	605E	
53	596K	MAINTENANCE SPECIALIST 4	58 G	605E	
53	596L	MAINTENANCE SPECIALIST 5	60 G	605E	
53	596N	FACILITY MAINTENANCE CONTROLLER - MILITARY	43	605E	
53	596V	SCALE TECHNICIAN	44 E	605E	
53	596W	SCALE TECHNICIAN SUPERVISOR	46 E	605E	
53	598M	FACILITY SERVICES COORDINATOR 1	46	605E	
53	598N	FACILITY SERVICES COORDINATOR 2	50	605E	
53	605F	CARPENTER LEAD	45 G	605E	
53	605G	CARPENTER SUPERVISOR 1	49 G	605E	
53	605H	CARPENTER SUPERVISOR 2	52 G	605E	
53	611E	FLOORLAYER	42 G	605E	
53	611F	FLOORLAYER LEAD	45 G	605E	
53	612E	FURNITURE REPAIRER	42 G	605E	
53	613E	GLAZIER	40 G	605E	
53	613F	GLAZIER LEAD	43 G	605E	
53	615E	LOCKSMITH	42 G	605E	
53	615F	LOCKSMITH LEAD	45 G	605E	
53	615G	LOCKSMITH SUPERVISOR	49 G	605E	
53	617E	MASON TRADE TRAINEE	37 E	605E	
53	617F	MASON/PLASTERER	43 G	605E	
53	617G	MASON/PLASTERER LEAD	46 G	605E	
53	617H	MASON/PLASTERER SUPERVISOR	50 G	605E	
53	619E	PAINTER TRADE TRAINEE	36 G	605E	
53	619F	PAINTER	42 G	605E	
53	619G	SIGN PAINTER	42 G	605E	
53	619H	PAINTER LEAD	45 G	605E	
53	619I	SIGN PAINTER LEAD	45 G	605E	
53	619J	PAINTER SUPERVISOR	49 G	605E	
53	623E	ROOFER	42 G	605E	
53	623F	ROOFER LEAD	45 G	605E	
53	629E	PIANO TECHNICIAN	44 G	605E	
53	631A	CORRECTIONAL INDUSTRIES SUPERVISOR ASSISTANT	44	605E	
53	631B	CORRECTIONAL INDUSTRIES SUPERVISOR 2, CORRECTIONS	50	605E	
53	631D	CORRECTIONAL INDUSTRIES SUPERVISOR 4, CORRECTIONS	54	605E	
53	681E	SEWING AND ALTERATIONS SPECIALIST 1	25	605E	
53	681F	SEWING AND ALTERATIONS SPECIALIST 2	35	605E	
53	681G	SEWING AND ALTERATIONS SPECIALIST 3	39	605E	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
53	681H	SEWING AND ALTERATIONS SUPERVISOR	43	605E	
54	608F	ELECTRICIAN	46 G	BMK	
54	391F	PRESSURE VESSEL INSPECTOR 1	57	608F	
54	391G	PRESSURE VESSEL INSPECTOR 2	61	608F	
54	391H	PRESSURE VESSEL INSPECTOR 3	63	608F	
54	391I	ELECTRICAL CONSTRUCTION INSPECTOR	59 E	608F	
54	391J	ELECTRICAL CONSTRUCTION INSPECTOR LEAD	61 E	608F	
54	391K	ELECTRICAL INSPECTION FIELD SUPERVISOR/TECHNICAL SPEC.	63 E	608F	
54	391L	ELECTRICAL PLANS EXAMINER	61 E	608F	
54	391M	ELEVATOR INSPECTOR ASSISTANT	51	608F	
54	391N	ELEVATOR INSPECTOR 1	57	608F	
54	391O	ELEVATOR INSPECTOR 2	59	608F	
54	391P	ELEVATOR, TECHNICAL SPECIALIST	61	608F	
54	391Q	COMPLIANCE SPECIALIST SUPERVISOR	61	608F	
54	391R	FACTORY AND MOBILE HOME PLAN EXAMINER	59 E	608F	
54	391S	CONSTRUCTION COMPLIANCE INSPECTOR 1	57 E	608F	
54	391T	CONSTRUCTION COMPLIANCE INSPECTOR 2	59 E	608F	
54	391U	SPECIALTY COMPLIANCE TECHNICAL SPECIALIST	61	608F	
54	592Q	LAW ENFORCEMENT EQUIPMENT TECHNICIAN 1	40 E	608F	
54	592R	LAW ENFORCEMENT EQUIPMENT TECHNICIAN 2	44 E	608F	
54	592U	LAW ENFORCEMENT COMMUNICATIONS SYSTEMS SUPV	57 E	608F	
54	592V	LAW ENFORCEMENT COMMUNICATIONS SYST AREA SUPV	61	608F	
54	594E	ELECTRONICS COMMUNICATIONS SYST TECH, SHOP	53 E	608F	
54	594F	ELECTRONIC COMMUNICATIONS SYST TECH, FIELD	59 E	608F	
54	594H	SENIOR TELECOMMUNICATIONS SPECIALIST	63 E	608F	
54	594I	TELEMETRY SYSTEMS SPECIALIST	56 E	608F	
54	594K	ELECTRONICS SUPERVISOR - TRANSPORTATION	63	608F	
54	595S	PLANT MANAGER 1	48	608F	
54	595T	PLANT MANAGER 2	50	608F	
54	595U	PLANT MANAGER 3	57	608F	
54	596M	FACILITIES OPERATIONS MAINT SPECIALIST	48 G	608F	
54	596U	TUNNEL MAINTENANCE SUPERVISOR	62	608F	
54	598E	MAINTENANCE SUPERVISOR 3	63	608F	
54	598G	BUILDINGS AND GROUNDS SUPERVISOR A	49	608F	
54	598H	BUILDINGS AND GROUNDS SUPERVISOR B	55	608F	
54	598I	BUILDINGS AND GROUNDS SUPERVISOR C	61	608F	
54	598K	PLANT SERVICES MANAGER	58	608F	
54	604E	INSTRUMENT MAKER 1	45 G	608F	
54	604F	INSTRUMENT MAKER 2	50 G	608F	
54	604G	INSTRUMENT MAKER 3	53 G	608F	
54	604H	INSTRUMENT MAKER LEAD	55 G	608F	
54	604I	INSTRUMENT MAKER SUPERVISOR	57 G	608F	
54	607E	CONTROL TECHNICIAN TRAINEE	40 C	608F	
54	607F	CONTROL TECHNICIAN	46 G	608F	
54	607G	CONTROL TECHNICIAN LEAD	49 G	608F	
54	607H	CONTROL TECHNICIAN SUPERVISOR	53 G	608F	
54	608E	ELECTRICIAN TRADE TRAINEE	40 C	608F	
54	608G	ELECTRICIAN - HIGH VOLTAGE	48 G	608F	
54	608H	ELECTRICIAN LEAD	49 G	608F	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
54	608I	ELECTRICIAN LEAD-HIGH VOLTAGE	51 G	608F	
54	608J	ELECTRICIAN SUPERVISOR	53 G	608F	
54	610E	ELEVATOR MECHANIC	46 G	608F	
54	610F	ELEVATOR MECHANIC LEAD	49 G	608F	
54	614E	INSULATION WORKER	46 G	608F	
54	614F	INSULATION WORKER LEAD	49 G	608F	
54	614G	INSULATION WORKER SUPERVISOR	53 G	608F	
54	616E	MACHINIST	42 G	608F	
54	616G	MACHINIST SUPERVISOR	50 G	608F	
54	621E	PLUMBER/PIPEFITTER/STEAMFITTER TRAINEE	40 G	608F	
54	621F	PLUMBER/PIPEFITTER/STEAMFITTER	46 G	608F	
54	621G	PLUMBER/PIPEFITTER/STEAMFITTER LEAD	49 G	608F	
54	621H	PLUMBER/PIPEFITTER/STEAMFITTER SUPERVISOR	53 G	608F	
54	621J	HEATING, VENTILATION, & AIR CONDITIONING TECHNICIAN	48 E	608F	
54	621L	HEATING, VENTILATION, & AIR CONDITIONING SUPERVISOR	52 E	608F	
54	622E	REFRIGERATION MECHANIC	46 G	608F	
54	622F	REFRIGERATION MECHANIC LEAD	49 G	608F	
54	622G	REFRIGERATION SUPERVISOR	53 G	608F	
54	624E	SHEET METAL MECHANIC TRAINEE	40 G	608F	
54	624F	SHEET METAL MECHANIC	46 G	608F	
54	624G	SHEET METAL MECHANIC LEAD	49 G	608F	
54	624H	SHEET METAL MECHANIC SUPERVISOR	53 G	608F	
54	626I	TRADES HELPER	33 G	608F	
54	626J	MAINTENANCE MECHANIC 1	42 G	608F	
54	626K	MAINTENANCE MECHANIC 2	46 G	608F	
54	626L	MAINTENANCE MECHANIC 3	49 G	608F	
54	626M	MAINTENANCE MECHANIC 4	53 G	608F	
54	627E	CONSTRUCTION & MAINTENANCE PROJECT SPECIALIST	51 G	608F	
54	627F	CONSTRUCTION & MAINTENANCE PROJECT LEAD	54 G	608F	
54	627G	CONSTRUCTION & MAINTENANCE PROJECT SUPERVISOR	56 G	608F	
54	630E	WELDER - FABRICATOR	46 G	608F	
54	630F	WELDER - FABRICATOR LEAD	48 G	608F	
55	618M	<b>AUTOMOTIVE MECHANIC</b>	<b>42 G</b>	<b>BMK</b>	
55	521S	FOREST CREW SUPERVISOR, CORRECTIONAL FACILITIES	44	618M	
55	601D	TOWER CRANE OPERATOR-RESEARCH 4	62	618M	
55	602S	DIESEL/ELECTRIC SET SPECIALIST	44 E	618M	
55	603E	AIRCRAFT MECHANIC	50 G	618M	
55	603F	AIRCRAFT MECHANIC/INSPECTOR	52 G	618M	
55	603G	AIRCRAFT MECHANIC/INSPECTOR LEAD	54 G	618M	
55	603H	AIRCRAFT MECHANIC SUPERVISOR	56	618M	
55	603J	JET AIRCRAFT TECHNICIAN	50 G	618M	
55	605I	SHIPWRIGHT SUPERVISOR	51 G	618M	
55	618L	AUTOMOTIVE MECHANIC TRAINEE	33 C	618M	
55	618N	AUTOMOTIVE MECHANIC LEAD	42 G	618M	
55	618O	AUTOMOTIVE MECHANIC SUPERVISOR 1	46 G	618M	
55	618P	AUTOMOTIVE MECHANIC SUPERVISOR 2	50 G	618M	
55	618Q	AUTOMOTIVE BODY REPAIR TECHNICIAN	42 E	618M	
55	618R	EQUIPMENT OPERATOR	38 E	618M	
55	618S	HEAVY EQUIPMENT OPERATOR	45 G	618M	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
55	618T	HEAVY EQUIPMENT OPERATOR LEAD	48 G	618M	
55	618U	HEAVY EQUIPMENT OPERATOR SUPERVISOR	52 G	618M	
55	652E	ENGR-DECKHAND, OCEANOGRAPHIC RESEARCH VESSEL	46 G	652K	618M
55	652G	SUPVR, OCEANOGRAPHIC RESEARCH VESSEL	50 G	652K	618M
55	652P	FERRY OPERATOR	45 E	618M	
55	652Q	FERRY OPERATOR, SENIOR	49 E	618M	
55	652R	MARINE BOAT/TUG OPERATOR	52	618M	
55	652S	MARINE OPERATIONS SUPERVISOR	55	618M	
55	653P	FERRY OPERATOR ASSISTANT	37 E	618M	
55	653Q	MARINE ENGINE MECHANIC SUPERVISOR	47 E	618M	
55	654E	AIRCRAFT PILOT 1	48	618M	
55	654F	AIRCRAFT PILOT 2	52	618M	
56	600K	EQUIPMENT TECHNICIAN 3	46 G	BMK	
56	600I	EQUIPMENT TECHNICIAN 1	33 G	600K	
56	600J	EQUIPMENT TECHNICIAN 2	42 G	600K	
56	600L	EQUIPMENT TECHNICIAN 4	49 G	600K	
56	600M	EQUIPMENT TECHNICIAN 5	54 G	600K	
56	600N	EQUIPMENT ASSISTANT MANAGER - TRANSPORTATION	59	600K	
57	602K	STATIONARY ENGINEER 2	48 G	BMK	
57	602J	STATIONARY ENGINEER 1	44 G	602K	
57	602L	STATIONARY ENGINEER 3	52 G	602K	
57	602M	STATIONARY ENGINEER 4	56 G	602K	
57	602N	CHIEF ENGINEER	58	602K	
57	602O	BOILER OPERATOR	40 G	602K	
57	602P	POWER PLANT OPERATING ENGINEER 1	48 G	602K	
57	602Q	POWER PLANT OPERATING ENGINEER 2	52 G	602K	
57	602R	POWER PLANT OPERATING ENGINEER LEAD	56 G	602K	
57	602T	WASTEWATER TREATMENT PLANT OPERATOR 1	48 E	602K	
57	602U	WASTEWATER TREATMENT PLANT OPERATOR 2	52 E	602K	
57	602V	WASTEWATER TREATMENT PLANT OPERATOR 3	56 E	602K	
59	285F	REGISTERED NURSE 2	54 N	BMK	
59	285E	REGISTERED NURSE 1	48 EN	285F	
59	285G	REGISTERED NURSE 3	58 N	285F	
59	285H	REGISTERED NURSE 4	62 N	285F	
59	285J	REGISTERED NURSE I - RESEARCH	54	285F	
59	285K	REGISTERED NURSE 2 - RESEARCH	59	285F	
59	285M	REGISTERED NURSE SUPERVISOR - RESEARCH	64	285F	
59	285N	OCCUPATIONAL NURSE CONSULTANT	60 N	285F	
59	285P	OCCUPATIONAL NURSE CONSULTANT SUPERVISOR	64 N	285F	
59	285R	NURSE COORDINATOR 2	60	285F	
59	285S	COMMUNITY NURSE SPECIALIST	60 N	285F	
59	285T	NURSING CONSULTANT, PUBLIC HEALTH	60 N	285F	
59	285U	NURSING CARE CONSULTANT	60 N	285F	
59	285V	NURSING CONSULTANT, INSTITUTIONAL	60 N	285F	
59	285W	NURSING CONSULTATION ADVISOR	64 N	285F	
59	285X	CLINICAL NURSE SPECIALIST	66 N	285F	
59	291E	PHYSICIAN ASSISTANT/ADVANCED REGISTERED NURSE PRACTITIONER	60 N	285F	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
59	291F	PHYSICIAN ASSISTANT/ADVANCED REGISTERED NURSE PRACTITIONER LEAD	64 N	285F	
59	291I	CORRECTIONAL HEALTH CARE SPECIALIST 1	66	285F	
59	291J	CORRECTIONAL HEALTH CARE SPECIALIST 2	70	285F	
60	286B	LICENSED PRACTICAL NURSE 2	41	BMK	
60	286A	LICENSED PRACTICAL NURSE 1	39	286B	
60	286D	LICENSED PRACTICAL NURSE 4	44	286B	
60	286E	PSYCHIATRIC SECURITY NURSE	41	384B	286B
61	287E	NURSING ASSISTANT	32	BMK	
61	287F	NURSING ASSISTANT LEAD	34	287E	
61	287G	MEDICAL ASSISTANT	37	287E	
62	306P	OCCUPATIONAL THERAPIST 3	54	BMK	
62	306N	OCCUPATIONAL THERAPIST 1	50	306P	
62	306O	OCCUPATIONAL THERAPIST 2	52	306P	
62	306R	OCCUPATIONAL THERAPIST SUPERVISOR	59	306P	
62	306Y	THERAPIES SUPERVISOR	63	306P	
62	310H	OCCUPATIONAL THERAPY ASSISTANT 1	39	306P	
62	310I	OCCUPATIONAL THERAPY ASSISTANT 2	42	306P	
62	310P	THERAPY AIDE	38	306P	
62	310Q	THERAPY ASSISTANT	42	306P	
63	319E	SURGICAL TECHNOLOGIST	42	BMK	
63	293E	ORAL MAXILLO FACIAL SURGERY TECHNICIAN	50	319E	
63	294H	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	52	319E	
63	294J	DENTAL CLINIC SUPERVISOR 1	51	319E	
63	294K	DENTAL CLINIC SUPERVISOR 2	55	319E	
63	310M	ORTHOPAEDIC TECHNICIAN 1	37	319E	
63	310N	ORTHOPAEDIC TECHNICIAN 2	40	319E	
63	322E	ELECTROCARDIOGRAPH TECHNICIAN 1	26	319E	
63	322F	ELECTROCARDIOGRAPH TECHNICIAN 2	30	319E	
63	322G	ELECTROCARDIOGRAPH TECHNICIAN LEAD	33	319E	
63	322H	ELECTROCARDIOGRAPH LABORATORY SUPR	39	319E	
63	322I	CARDIAC MONITOR TECHNICIAN	34	319E	
63	510L	DENTAL LABORATORY TECHNICIAN 3	41	319E	
64	306U	PHYSICAL THERAPIST 2	55	BMK	
64	306E	ORTHOTICS/PROSTHETICS TECHNICIAN	47	306U	
64	306F	ORTHOTICS-PROSTHETICS PRACTITIONER	55	306U	
64	306T	PHYSICAL THERAPIST 1	51	306U	
64	306V	PHYSICAL THERAPIST 3	60	306U	
64	306W	PHYSICAL THERAPIST SPECIALIST	65	306U	
64	306X	PHYSICAL THERAPIST SUPERVISOR	66	306U	
64	308E	SPEECH PATHOLOGIST/AUDIOLOGIST SPECIALIST 1	61	306U	
64	308F	SPEECH PATHOLOGIST/AUDIOLOGIST SPECIALIST 2	64	306U	
64	308G	SPEECH PATHOLOGIST/AUDIOLOGIST SPECIALIST 3	67	306U	
64	309E	RESPIRATORY CARE ASSOCIATE	47	306U	
64	309F	RESPIRATORY CARE PRACTITIONER	52	306U	
64	309G	RESPIRATORY CARE LEAD	55	306U	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
64	309H	RESPIRATORY CARE SPECIALIST	61	306U	
64	310E	PHYSICAL THERAPY ASSISTANT 1	46	306U	
64	310F	PHYSICAL THERAPY ASSISTANT 2	49	306U	
64	310K	RESPIRATORY CARE ASSISTANT	40	306U	
65	508E	CLINICAL/MEDICAL TECHNOLOGIST 1	48	BMK	
65	292E	DENTAL HYGIENIST 1	52	508E	
65	292F	DENTAL HYGIENIST 2	59	508E	
65	294E	DENTAL ASSISTANT 1	42	508E	
65	294F	DENTAL ASSISTANT 2	47	508E	
65	297E	PULMONARY FUNCTION TECHNOLOGIST 1	40	508E	
65	297F	PULMONARY FUNCTION TECHNOLOGIST 2	47	508E	
65	297G	PULMONARY FUNCTION TECHNOLOGIST LEAD	50	508E	
65	297J	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	42	508E	
65	297K	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	46	508E	
65	297L	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	49	508E	
65	297M	ELECTRONEURODIAGNOSTIC TECHNOLOGIST SUPR	55	508E	
65	297O	POLYSOMNOGRAPHIC TECHNICIAN 1	44	508E	
65	297P	POLYSOMNOGRAPHIC TECHNICIAN 2	48	508E	
65	297Q	POLYSOMNOGRAPHIC TECHNOLOGIST	55	508E	
65	297S	CYTOLOGY TECHNOLOGIST 1	48	508E	
65	297T	CYTOLOGY TECHNOLOGIST 2	52	508E	
65	297V	CYTOLOGY TECHNOLOGIST SUPERVISOR	59	508E	
65	298E	NUCLEAR MEDICINE TECHNOLOGIST 1	51	508E	
65	298F	NUCLEAR MEDICINE TECHNOLOGIST 2	54	508E	
65	298G	NUCLEAR MEDICINE P.E.T. TECHNOLOGIST	57	508E	
65	298H	NUCLEAR MEDICINE TECHNOLOGIST LEAD	59	508E	
65	298I	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR	61	508E	
65	299E	VASCULAR TECHNOLOGIST TRAINEE	51	508E	
65	299F	VASCULAR TECHNOLOGIST	55	508E	
65	299G	VASCULAR TECHNOLOGIST LEAD	59	508E	
65	299H	VASCULAR TECHNOLOGIST SUPERVISOR	63	508E	
65	300E	IMAGING TECHNOLOGIST TRAINEE	39	508E	
65	300F	IMAGING TECHNOLOGIST 1	46	508E	
65	300G	IMAGING TECHNOLOGIST 2	48	508E	
65	300I	IMG TECH-COMPUTED TOMOGRAPHY & MAMMOGRAPHY	50	508E	
65	300J	IMAGING TECHNOLOGIST-ANGIOGRAPHY	52	508E	
65	300K	IMAGING TECHNOLOGIST-MAGNETIC RESONANCE IMG	54	508E	
65	300M	IMAGING TECHNOLOGIST-LEAD	57	508E	
65	300N	IMAGING TECH-EDUCATION/QUALITY ASSURANCE	58	508E	
65	300P	IMAGING TECHNOLOGIST-SUPERVISOR	59	508E	
65	301E	DIAGNOSTIC MEDICAL SONOGRAPHER	51	508E	
65	301F	DIAGNOSTIC MEDICAL SONOGRAPHER SPECIALIST	53	508E	
65	301G	DIAGNOSTIC MEDICAL SONOGRAPHER CLINICAL INSTR	56	508E	
65	301H	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	56	508E	
65	301I	DIAGNOSTIC MEDICAL SONOGRAPHER SUPERVISOR	57	508E	
65	301K	CARDIAC SONOGRAPHER 1	53	508E	
65	301L	CARDIAC SONOGRAPHER 2	55	508E	
65	301M	CARDIAC SONOGRAPHER SPECIALIST	57	508E	
65	301N	CARDIAC SONOGRAPHER LEAD	59	508E	



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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
65	301P	CARDIAC SONOGRAPHER SUPERVISOR	63	508E	
65	302E	RADIATION THERAPY TECHNOLOGIST	46	508E	
65	302F	RADIATION THERAPY SPECIALIST	51	508E	
65	302G	RADIATION THERAPY DOSIMETRIST	54	508E	
65	302H	RADIATION THERAPY TECHNOLOGIST LEAD	54	508E	
65	302I	RADIATION THERAPY TECHNOLOGIST SUPR	60	508E	
65	313E	HOSPITAL CENTRAL SERVICES TECHNICIAN TRAINEE	30	508E	
65	313F	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	38	508E	
65	313G	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	40	508E	
65	313H	HOSPITAL CENTRAL SERVICES LEAD	42	508E	
65	313I	HOSPITAL CENTRAL SERVICES SUPERVISOR	45	508E	
65	314A	ELECTRON MICROSCOPE TECHNICIAN 1	46	508E	
65	314B	ELECTRON MICROSCOPE TECHNICIAN 2	47	508E	
65	314C	ELECTRON MICROSCOPE TECHNICIAN 3	54	508E	
65	314D	ELECTRON MICROSCOPE TECHNICIAN 4	56	508E	
65	315E	ANATOMIC PATHOLOGY TECHNICIAN TRAINEE	38	508E	
65	315F	ANATOMIC PATHOLOGY TECHNICIAN	44	508E	
65	315G	ANATOMIC PATHOLOGY TECHNOLOGIST	49	508E	
65	315I	ANATOMIC PATHOLOGY LABORATORY SUPERVISOR	54	508E	
65	315J	HISTOLOGIC TECHNICIAN 1	42	508E	
65	315K	HISTOLOGIC TECHNICIAN 2	46	508E	
65	315L	HISTOTECHNOLOGIST	51	508E	
65	315N	HISTOLOGY LABORATORY SUPR	53	508E	
65	315P	FLOW CYTOMETRIST	51	508E	
65	316E	CLINICAL CYTOGENETIC TECHNOLOGIST TRAINEE	46	508E	
65	316F	CLINICAL CYTOGENETIC TECHNOLOGIST	51	508E	
65	316G	CLINICAL CYTOGENETIC TECHNOLOGIST SPECIALIST	59	508E	
65	316H	CLINICAL CYTOGENETIC TECHNOLOGIST SUPERVISOR	63	508E	
65	317E	CLINICAL EMBRYOLOGIST	56	508E	
65	317G	CLINICAL EMBRYOLOGIST SUPERVISOR	67	508E	
65	318E	OPHTHALMIC TECHNICIAN 3	53	508E	
65	318F	OPTICIAN APPRENTICE - DISPENSING	37	NEW	508E
65	318G	OPTICIAN, LICENSED - DISPENSING	46	NEW	508E
65	320E	ANESTHESIOLOGY TECHNICIAN 1	33	508E	
65	320F	ANESTHESIOLOGY TECHNICIAN 2	50	508E	
65	320G	ANESTHESIOLOGY TECHNICIAN LEAD	53	508E	
65	320H	ANESTHESIOLOGY TECHNICAL SERVICES SUPERVISOR	57	508E	
65	321E	PHLEBOTOMIST	30	508E	
65	321F	PHLEBOTOMIST LEAD	33	508E	
65	321G	PHLEBOTOMIST SUPERVISOR	37	508E	
65	506E	EMBALMER	53	508E	
65	506F	EMBALMER LEAD	56	508E	
65	506H	CLINICAL AUTOPSY COORDINATOR	53	508E	
65	508F	CLINICAL/MEDICAL TECHNOLOGIST 2	52	508E	
65	508G	CLINICAL/MEDICAL TECHNOLOGIST 3	56	508E	
65	508H	CLINICAL LABORATORY SUPERVISOR	61	508E	
65	510E	LABORATORY ASSISTANT 1	38	508E	
65	510F	LABORATORY ASSISTANT 2	40	508E	
65	510G	LABORATORY TECHNICIAN 1	42	508E	
65	510H	LABORATORY TECHNICIAN 2	45	508E	



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65	510I	LABORATORY TECHNICIAN 3	48	508E	
65	510J	LABORATORY TECHNICIAN 4	56	508E	
65	510P	SPECIMEN PROCESSING TECHNICIAN	37	508E	
65	510Q	SPECIMEN PROCESSING TECHNICIAN LEAD	42	508E	
65	510R	SPECIMEN PROCESSING SUPERVISOR	48	508E	
65	512E	MOLD FABRICATION TECHNICIAN	38	508E	
66	295F	PHARMACIST 2	71 G	BMK	
66	295E	PHARMACIST 1	59	295F	
66	295G	PHARMACIST 3	73 G	295F	
66	295H	PHARMACIST 4	75 G	295F	
66	295J	PHARMACIST - INVESTIGATOR	74 E	295F	
66	295K	PHARMACIST CONSULTANT	68 E	295F	
66	295L	PHARMACIST CLINICAL	77 E	295F	
66	295N	PHARMACIST SUPERVISOR	76 G	295F	
68	311E	DIETITIAN 1	46	BMK	
68	311F	DIETITIAN 2	50	311E	
68	311I	RESEARCH DIETITIAN 1	45	311E	
68	311J	RESEARCH DIETITIAN 2	49	311E	
68	311L	NUTRITION CONSULTANT 1	52	311E	
68	311M	NUTRITION CONSULTANT 2	55	311E	
68	312E	DIETARY UNIT AIDE	28	311E	
68	312F	DIETARY UNIT CLERK	30	311E	
68	312G	DIETETIC TECHNICIAN	36	311E	
68	312I	DIETETIC TECHNICIAN SUPERVISOR	41	311E	
68	675H	FOOD SERVICE SUPERVISOR 1	37	311E	
68	675I	FOOD SERVICE SUPERVISOR 2	39	311E	
68	677E	FOOD SERVICE MANAGER 1	41	311E	
68	677F	FOOD SERVICE MANAGER 2	44	311E	
68	677G	FOOD SERVICE MANAGER 3	46	311E	
68	677H	FOOD SERVICE MANAGER 4	50	311E	
68	677I	FOOD SERVICE MANAGER 5	54	311E	
68	677J	FOOD PROGRAM CONSULTANT	48	311E	
69	387E	CAMPUS POLICE OFFICER	51	BMK	
69	387F	CAMPUS POLICE CORPORAL	53	387E	
69	387G	CAMPUS POLICE SERGEANT	56	387E	
69	387H	CAMPUS POLICE INVESTIGATOR	60	387E	
69	387I	CAMPUS POLICE LIEUTENANT	61	387E	
69	387J	CAMPUS POLICE CAPTAIN	66	387E	
69	388A	FISH & WILDLIFE ENFORCEMENT OFFICER 1	55	387E	
69	388B	FISH & WILDLIFE ENFORCEMENT OFFICER 2	59	387E	
69	388C	FISH & WILDLIFE ENFORCEMENT OFFICER 3	61	387E	
69	388D	FISH & WILDLIFE ENFORCEMENT SERGEANT/DETECTIVE	64	387E	
69	389A	PARK RANGER 1	43	387E	
69	389B	PARK RANGER 2	48	387E	
69	389C	PARK RANGER 3	55	387E	
69	389D	PARK RANGER 4	64	387E	
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69	390H	LIQUOR ENFORCEMENT OFFICER 3	55	387E	
69	390I	LIQUOR ENFORCEMENT OFFICER 4	57	387E	
69	427H	NATURAL RESOURCE INVESTIGATOR	50	427Q	387E
70	384B	CORRECTIONS AND CUSTODY OFFICER 2	43	BMK	
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70	347H	RESIDENTIAL REHABILITATION COUNSELOR 4	44	384B	
70	350A	CORRECTIONS SPECIALIST 1	43	384B	
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70	354G	CLASSIFICATION COUNSELOR 2 - TEAMSTERS	47	NEW	384B
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70	354I	CLASSIFICATION COUNSELOR 3 - TEAMSTERS	49	NEW	384B
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70	674J	COOK, AC	39	384B	
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71	385F	CAMPUS SECURITY SERGEANT	51	385K	
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71	385H	CAMPUS SECURITY/SAFETY SUPERVISOR	57	385K	
71	385L	SECURITY GUARD 2	41	385K	
71	385M	SECURITY GUARD 3	43	385K	